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No. 53

THIRTY-SECOND ANNUAL REPORT
OF THE
CIVIL SERVICE COMMISSION
OF
MASSACHUSETTS.

FROM OCT. 1, 1914, TO SEPT. 30, 1915, INCLUSIVE.



BOSTON:
WRIGHT & POTTER PRINTING CO., STATE PRINTERS,
32 DERNE STREET.
1916.

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CIVIL SERVICE COMMISSION.

JOHN J. HOGAN, *Chairman*, LOWELL.

ELMER L. CURTISS, HINGHAM.

HARVEY N. SHEPARD, BOSTON.

Chief Examiner.

JOSEPH J. REILLY, CAMBRIDGE.

Deputy Examiner.

FRANZ KARBAUM, WAKEFIELD.

Secretary.

WARREN P. DUDLEY, BELMONT.

Physical Inspector.

ANDREW F. DOWNING, M.D., CAMBRIDGE.

OFFICE OF CIVIL SERVICE COMMISSION, ROOMS 151, 152, STATE
HOUSE, BOSTON.

LOCAL REPRESENTATIVES OF THE CIVIL SERVICE COMMISSION.

LUTHER S. HERRICK, *City Hall, Beverly, Mass.*

CARRIE M. STEBBINS, *Chicopee, Mass.*

EDWARD F. MURPHY, *Fall River, Mass.*

WALTER A. DAVIS, *City Hall, Fitchburg, Mass.*

CHARLES H. MORROW, *Gloucester, Mass.*

EDWARD B. SAVAGE, *Haverhill, Mass.*

P. J. GARVEY, *206 High Street, Holyoke, Mass.*

EDWARD J. WADE, *City Hall, Lawrence, Mass.*

JAMES H. CARMICHAEL, *Central Street, Lowell, Mass.*

WILLIAM H. MURPHY, *Corey Building, Marlborough, Mass.*

JAMES T. GOGGINS, *Pittsfield, Mass.*

J. CLIFFORD ENTWISLE, *City Hall, Salem, Mass.*

MARTIN J. LINCOLN, *Taunton, Mass.*

WILLIAM B. CONNOR, *City Hall, Worcester, Mass.*

LABOR SERVICE.

THE COMMONWEALTH¹ AND THE CITY OF BOSTON.

Registrar of Labor.

JOHN C. GILBERT, *Labor Office, Room 16, State House, Boston.*

CITY OF CAMBRIDGE.

HARRY L. LINCOLN, *Registration Clerk. Labor Office, City Hall, Cambridge.*

CITY OF EVERETT.

ELMER E. SPEAR, *Registration Clerk. Labor Office, City Hall, Everett.*

CITY OF FALL RIVER.²

CHARLES McL. HADLEY, *Registration Clerk. Labor Office, 8 Bennett Building, Fall River.*

CITY OF LOWELL.³

PATRICK J. REYNOLDS, *City Hall, Lowell.*

CITY OF NEW BEDFORD.⁴

WILLIAM J. CARTER, *Registration Clerk. Labor Office, Municipal Building, New Bedford.*

CITY OF NEWTON.

THOMAS F. EDDY, *Registration Clerk. Labor Office, City Hall, Newton.*

CITY OF SOMERVILLE.⁵

FORREST D. COOK, *Registration Clerk. Labor Office, City Hall, Somerville.*

CITY OF WORCESTER.

WILLIAM B. CONNOR, *Registration Clerk. Labor Office, City Hall, Worcester.*

¹ Includes laborers employed by Metropolitan Water and Sewerage Board, Metropolitan Park Commission and Boston Transit Commission.

² Laborers classified in Fall River Feb. 18, 1913.

³ Laborers classified in Lowell Nov. 2, 1914.

⁴ Laborers classified in New Bedford April 1, 1912.

⁵ Laborers classified in Somerville April 22, 1913.

EXAMINERS.

AHERN, DANIEL J.
ALEXANDER, E. N.
ARNOLD, WILLIAM O.
BAKER, ALVAH S.
BANGS, OUTRAM
BARBOUR, THOMAS, Ph.D.
BEARD, Miss MARY
BEGIEN, H. M.
BRACKETT, JOHN G., Judge
BROWN, H. K.
BROWN, M. F.
BURNHAM, ROY G.
BYRON, JOHN T.
CANNON, Miss IDA
CAPORALE, J. J.
CARSTENS, CARL.
CHAMBERLAIN, HENRY V.
CLANCY, JOHN F.
CLARK, AMASA S. K.
COLLETON, ELEANOR M.
COLLINS, JOHN J.
CONNERS, JOHN C.
CRAIG, DAVID
CRONON, PATRICK J.
CURTIS, FRANCIS G., M.D.
DAGGETT, W. H.
DAVIS, MICHAEL
DEVINE, WILLIAM H., M.D.
DOANE, A. O.
DOLAN, THOMAS A.
DONLAN, CHARLES E., M.D.
DONOVAN, JOSEPH E., Judge
DOTEN, CARROLL W., Prof.
DOW, HERBERT A.
DRISCOLL, JAMES M.
DUGAN, JOSEPH
ELLIS, BURTON G.
EMERSON, GUY C.
FALLON, JOSEPH D., Judge
FISHER, MYRON C.
FLETCHER, ELMER T.
FOORD, JAMES A., Prof.
FOSS, GEORGE H.
FOWLER, WILLIAM P.

FROTHINGHAM, LANGDON, Dr.
FURFEY, JAMES A.
GOODE, THOMAS F.
GOSSELIN, JOHN G.
GRIFFIN, JOHN F.
GRUEBY, GEORGE H.
HALL, A. S.
HANSON, WILLIAM C., M.D.
HARDY, WILLIAM H.
HARKNESS, GEORGE E.
HARRINGTON, Miss MARY
HARRINGTON, THOMAS F., M.D.
HASTINGS, L. M.
HAVEN, GEORGE B., Prof.
HEBBERT, OLIVER L.
HODGSON, JOHN S.
HOLM, HERBERT D.
HOURIN, CHRISTOPHER D. A.
JOHNSON, FRED R.
JOHNSON, WILLIAM S.
JORDAN, JAMES O., Prof.
KELLEY, EDWARD C.
KENNEY, W. F.
KILLAM, CHARLES W.
KIMBALL, FRED W.
LEARY, LEO
LEARY, TIMOTHY, M.D.
LEVERONI, FRANK, Judge
LOGUE, CHARLES
LOW, JOSEPH F.
MAHONEY, FRANCIS X., M.D.
MCINNES, FRANK A.
MCKISSOCK, JAMES F., Capt.
MOORE, JOSEPH A.
MOORE, W. F.
MURPHY, J. PRENTISS
NASON, SAMUEL K.
NORTH, FRANCIS P.
NOURSE, HENRY M.
O'CONNOR, JOSEPH W., M.D.
O'DONNELL, JOHN J., Jr., M.D.
O'HEARN, M. J.
PAYNE, F. S.
PERKINS, EDWIN A.

PUFFER, WILLIAM L., Prof.
RABLIN, JOHN R.
RICHARDSON, MARK W., Dr.
RIDDLE, MARY M.
ROSENAU, MILTON J., Prof.
ROWEN, HENRY, M.D.
RUMNEY, FRANK L.
RUSSELL, GEORGE E., Prof.
SEXTON, THOMAS H.
SHAW, ROBERT K.
SHEA, JAMES B.
SHEA, THOMAS B., M.D.
SHERMAN, CHARLES W.
SMITH, FRANCIS J.

SULLIVAN, DENNIS J.
SULLIVAN, TIMOTHY V.
SWEETLAND, RALPH
TAYLOR, FREDERICK W., M.D.
THOMPSON, SANFORD
UNTERSEE, CARL
UNTERSEE, F. JOSEPH
WADE, E. C.
WALCOTT, WILLIAM W., M.D.
WARD, CLARENCE
WATTERS, WILLIAM H., M.D.
WHEELER, WILFRED W.
WILSON, THOMAS M.
WOOD, HELEN A.

The Commonwealth of Massachusetts.

To the Honorable Senate and House of Representatives in General Court assembled.

In accordance with the provisions of section 5, chapter 19 of the Revised Laws we hereby submit the thirty-second annual report of the Commission for the period from Oct. 1, 1914, up to and including Sept. 30, 1915.

Mr. Thomas F. Boyle, chairman of the Commission, tendered his resignation on Dec. 10, 1914, having been appointed by the Governor a member of the Industrial Accident Board. On Dec. 2, 1914, His Excellency appointed John J. Hogan a member of the Board, to take effect on and after the expiration of his term as councillor for the year 1914. On Jan. 8, 1915, Mr. Hogan was duly qualified as a member of the Commission, and on July 2, 1915, he was appointed chairman of the Board.

EXAMINATIONS.

The number of competitive examinations held by the Commission during the year covering the period from Oct. 1, 1914, to Sept. 30, 1915, inclusive, was 256 as against 286 for the preceding year; the number of non-competitive examinations was 74 as against 88 for the preceding year. The number of applicants notified was 9,143 as against 9,124 for the preceding year; 7,376 persons were actually examined as against 7,747 for the preceding year. Of this number examined 4,010 passed and 1,572 were appointed. An analysis of these figures shows that 54.3 per cent. of those examined were successful, and that of these latter, 39.2 per cent. were appointed. The large number of persons examined is practical proof of the widespread interest taken in civil service, and of the recognition on the part of the public that practically the sole channel of entrance to

public employment is certification by civil service. The increase in the number of persons examined during the last five years is important as affording an excellent index of the work done by the Civil Service Commission, and the steady increase in public interest.

The following table is worth examination:—

	Number examined.	PASSED.		APPOINTED.	
		Number.	Per Cent.	Number.	Per Cent.
For year ending Sept. 30, 1905, .	3,010	1,937	64.3	749	38.6
For year ending Sept. 30, 1910, .	4,142	2,321	56.0	1,269	54.6
For year ending Sept. 30, 1911, .	4,925	2,453	49.8	1,208	49.0
For year ending Sept. 30, 1912, .	5,852	3,374	57.6	1,480	43.8
For year ending Sept. 30, 1913, .	6,250	3,433	54.9	1,627	47.3
For year ending Sept. 30, 1914, .	7,747	4,391	56.6	1,526	34.7
For year ending Sept. 30, 1915, .	7,376	4,010	54.3	1,572	39.2

The percentage of persons appointed is of interest as showing the opportunities which are offered for public service to applicants who are able to achieve reasonably high places on eligible lists. The average percentage of successful applicants for the past six years is 54.86 per cent.; the variation from year to year is not large.

This gratifying number of successful applicants indicates a growing disposition on the part of the public to take civil service examinations seriously and to make serious efforts to pass them. This they have done, even though, with the passing years, the examinations have increased in standard.

Co-operation on the part of the Commission with the public interest in examinations has been carried out to a considerable extent. The Commission has always believed that its function was to some extent at least educational, and that it should do all in its power not only to make its examinations comprehensive and fair, but to stimulate the interest of the public in examinations, and as far as possible direct that interest into right channels. This it has done by providing applicants with pamphlets covering in a small space such information as is valuable for the applicant, but

more or less difficult of access. Careful study of the pamphlet not only provides him with important information, but guides his studies into further channels, and stimulates him to make investigations on his own account. The Commission is now issuing a new fire manual, up-to-date in every particular, in place of the old and obsolete one. The issuance of this manual has made possible a much more effective type of examination for entrance to and promotion in fire departments throughout the State than was possible before. The feeling of uneasiness created among firemen on the announcement of the Commission's intention to place promotions on a competitive basis has been done away with by the embodying of promotion material in the new fire manual. In a similar way the police manual, long issued by the Commission and now almost obsolete, will soon be replaced by a new and thoroughly comprehensive one already being prepared in its place. The Commission has also issued pamphlets on water inspection and meter reading and on sanitary inspection.

Following out this phase of civil service activity, the Commission believes that it would be of distinct advantage to the general public if pamphlets were issued from time to time, say every year, containing specimen examination papers in various types of examinations. Lack of sufficient appropriation has so far made this impossible. The carrying out of this idea has at least been attempted, and the Commission is issuing for public distribution specimen copies of recent clerical and stenographic examinations. The popularity of this move on the part of the Commission has been proved, as thousands of copies have been distributed and more are in constant demand.

The Commission is anxious to adopt further measures to subserve the public advantage. At present all examinations for State positions are held in Boston. This is a hardship for applicants who live in distant parts of the State and who must travel a considerable distance to be present. The Commission believes that it would mark a distinct step in advance if it was able to establish "local centers" in such centrally situated cities as Springfield, Fall River and

Lowell, where examinations for State service might be held simultaneously. This plan is similar to that employed by the larger universities in their entrance examinations, and by the Federal civil service.

LEGISLATION.

The following acts affecting the civil service were passed during the year 1915:—

General Acts of 1915, chapter 6, "An Act relative to the preservation of records by the Civil Service Commission."

General Acts of 1915, chapter 76, "An Act exempting vendors of intoxicating liquors from certain disqualifying provisions of the civil service laws."

General Acts of 1915, chapter 251, "An Act relative to removals, suspensions and transfers in the civil service."

Special Acts of 1915, chapter 100, "An Act to extend the provisions of the civil service act to the chief of the fire department of the town of Watertown."

Special Acts of 1915, chapter 116, "An Act to extend the civil service law and rules to employees at the house of correction of the penal institutions departments of the city of Boston."

Special Acts of 1915, chapter 180, "An Act relative to the promotion of certain members of the police department of the city of Springfield."

Special Acts of 1915, chapter 216, "An Act to place the manager of the gas and electric department of the city of Holyoke under the civil service laws."

Special Acts of 1915, chapter 219, "An Act permitting the Civil Service Commission, with the consent of the Governor and Council, to include the superintendent of the north city hay scales of the city of Boston within the classified civil service."

Special Acts of 1915, chapter 338, section 24, certain employees exempt from civil service laws, in an act to incorporate the city of Leominster.

WORK OF THE COMMISSION.

Some idea of the work which falls upon the Civil Service Department can be gotten at from the examination for clerks in the State, Boston and metropolitan district service, Dec. 30, 1914. The number of persons notified was 1,950; the number who actually appeared for examination was 1,438, which was a record for the Massachusetts Civil Service Commission. This one examination necessitated the printing of 20,000 sheets, all of which were done in the civil service office by its own clerks by hand on two multigraph machines. This examination is significant from another point of view, inasmuch as it put before the Commission the serious problem of handling such a large number of applicants. Under the old method a limited number of applicants — about 325 in all — would be examined each day, at a daily outlay of \$100 for outside hall hire, and complete new sets of examinations would be required for each successive day. The Commission met the difficulty by postponing the examination from November until the Christmas holidays, and, through the courtesy of the Boston school committee, holding the examination in the Boston Latin and English High schools. Forty-three classrooms were used simultaneously, and a force of public school teachers engaged to assist in conducting the examination. The total cost for assistants, monitors, janitor service, lighting and heating, etc., was less than \$150 as against the probable cost under the old method of about \$675, to say nothing of the loss of time given to printing six different sets of examination papers and holding six consecutive examinations. So admirably did the plan work out that the Commission intends so far as practicable to hold the future State and Boston clerical examination during the Christmas vacation, in order to utilize the Boston public schools and thereby continue to conserve time, energy and money.

The Commission is glad to acknowledge its obligations to the Boston school committee, as well as to the school committees in other cities, especially in Haverhill, Gloucester and Marlborough; to the public libraries, especially in Lawrence,

and to the Y. M. C. A.'s of various cities, notably of Holyoke and Pittsfield, for such generous co-operation with the Commission as enables it to hold examinations at a minimum of expenditure.

The Massachusetts Civil Service Commission, it will be remembered, is unique among civil service commissions of the country, inasmuch as it is the only Commission whose power extends both to State positions and to all the municipalities in the State. The Civil Service Commission of Philadelphia for the year 1914 received an appropriation of \$65,400 as against an appropriation allotted to the Massachusetts Civil Service Commission of \$57,500 to cover the entire State of Massachusetts and the cities thereof.

These figures serve a double purpose; they show with what a comparatively small appropriation the Massachusetts Commission is performing the work which, far from being concentrated within the confines of a single municipality with its homogeneous conditions, must meet the manifold and dissimilar problems of the State service on one hand and of thirty-six different cities on the other. Furthermore, these figures go far to support the Commission's plea for a bigger appropriation, which would make possible the enlarging of its working force, with the consequent advantages of accelerating its work and widening its scope.

AMENDMENTS TO THE RULES.

Sixteen amendments of the rules were made by the Commission March 4, 1915, which were approved by the Governor and Council March 24, 1915, advertised in newspapers, as provided by law, and went into effect on the first day of June, 1915. These amendments are printed in full in the pamphlet issued by the Commission under the title "Civil Service Law and Rules," and reference may be had thereto for a more extended examination of the changes made by such amendments.

EXTENSION OF THE SERVICE.

It is the firm belief of the Commission that the provisions of the Civil Service Law and Rules should be extended by statute to embrace the service of the several counties. It is in accord both with logic and the more progressive ideas of civil service throughout the country that civil service jurisdiction should embrace all public positions, whether State, county or municipal, except heads of departments and a few confidential and specifically exempted places. In its present report the Commission wishes to express for the fifth consecutive year its strong conviction that the exclusion of counties from civil service jurisdiction is an anomaly which should be done away with.

INSPECTORS.

It is decidedly desirable that, in addition to its regular clerical force, the Commission should have a corps of inspectors whose duty it should be to attend to the verification of experience sheets. Such an endeavor is hopelessly impossible with the present small corps of assistants in the face of ten thousand applications. Although it has been the experience of the Commission that the sanctity of an oath is highly regarded, applicants are sometimes discovered whose statements are highly enough colored to warrant careful scrutiny. A uniform system of investigation would tend to discourage hyperbole and invest the sworn experience sheets with greater finality than is possible at present.

PHYSICAL EXAMINATIONS.

A word regarding physical examinations. It is highly desirable that where positions are of a character to bring an incumbent closely in touch with the public, as in the case of meter readers, sanitary inspectors, visitors and the like, and in other positions where physical energy is a highly valuable asset, as in the position of foreman of laborers, a physical examination should be given. The Commission has realized this, and through the efficient work of its physical inspector, Dr. Andrew F. Downing, has greatly enlarged the

extent of physical examinations. These are not competitive, but pass examinations in which the applicant is required to be in sound physical condition. Such an extension of the physical side of the Civil Service Commission's work goes far to guarantee to the State and the various cities the employment of men and women physically, as well as mentally, capable of performing their duties.

PRACTICAL EXAMINATION FOR LABOR APPLICANTS.

In contrast with civil service methods in New York and Philadelphia, the Massachusetts Commission holds no practical examination for labor applicants. It is desirable that in the labor department, no less than in the official service, examinations should be held, since it is obvious that no system of certification according to priority of application can be regarded as in any sense an adequate expression of the merit system. It is equally obvious that no scholastic tests can determine the ability of mechanics. Practical examinations which test carpenters, plumbers, painters, and the like, for their actual ability in their respective lines of work have proved a complete success in other commissions. It was in the hope that the Massachusetts Commission would be able to meet this situation, as it has been met in other commissions, that the recommendation was made last year to the following effect: "That legislation be enacted which will enable the commission to establish an experimental yard or station in one or more cities of the commonwealth for the purpose of giving practical tests to applicants for the different positions in the classified service." The establishment of such an experimental station need not be confined to the use of the labor division, but as need arose could be extended to provide for practical tests for various classes in the first division.

ADDITIONAL OFFICE ROOM.

The problem which confronts the Commission of getting sufficient office room has become acute. The Commission at present has but three rooms. One of these is a meeting and

hearing room for the Commissioners. The second room is given over to the examination department. Its capacity is considerably narrowed by large filing cases and cabinets. The chief examiner, six assistants and a stenographer are crowded together within the remaining space. Although the work of this group is important and demands reasonable room and quiet, it is so noisy and crowded as to create an almost impossible situation. In the third room, narrowed with cabinets and filing cases, are herded eleven clerks, each of whom finds it almost physically impossible to move about without encroaching on the attention and the scant space permitted the others. The accommodations for the general public are equally impossible. It is a not uncommon thing to find the outer office so badly crowded during the rush hours that many persons are forced to stand in the corridor waiting, with what patience they may, for an opportunity to get across the threshold. Two years ago in its report the Commission declared: "Not only is the examining and clerical force of the department inadequate to handle the work as it should be done, but the rooms at the disposal of the Commission are insufficient both in number and size to accommodate the demands of the public. Numerous complaints have come to the Commission on this score, a fault which can be remedied only by action of the Legislature." True as this statement was at that time, it is even more emphatically true at present.

SPECIAL EXAMINERS.

The Commission takes this opportunity to thank those many citizens who from a feeling of civic pride have devoted their time, their energy and their rich experience to serving the Commission, and through the Commission the Commonwealth, in the capacity of special examiners. Without such public spirit it would be impossible for the Civil Service Commission, with its comparatively small appropriation, to conduct its numerous and varied examinations.

ANNUAL REPORTS.

In line with the Commission's desire to make civil service procedure in all its phases more accessible to the public, the Commission, during the past year, has tried a new departure in the issuing of its annual report. Hitherto the appropriation for this report was devoted entirely to the annual publication of ten thousand copies. This report contained much information in which the general public has scant interest; the last third of it, however, containing information to applicants about examinations, was in large demand. Naturally, therefore, our limited number of copies disappeared rapidly, and the Commission was unable to satisfy the demands of the remaining large section of the public. Last year the Commission, in order to obviate this difficulty, issued a limited number of copies (2,000) of the civil service report proper, with statistics embracing the reports of the secretary, chief examiner and registrar of labor. That part of the old report which embraced the Civil Service Law and Rules was also issued as a separate pamphlet to the number of 2,000 copies. By thus reducing the number of copies issued to technical parts of the report the Commission was able to devote the rest of the appropriation covering its report to the issuing of the manual of information to the number of 20,000 copies. It has thus been possible to satisfy the public demand for copies of this manual and solve a problem of long standing.

RECOMMENDATIONS.

The Commission respectfully makes the following recommendations: —

First. — That legislation be enacted to extend the provisions of the Civil Service Law and Rules to the service of the several counties.

Second. — That legislation be enacted which shall enable the Commission to establish an experimental yard or station in one or more cities of the Commonwealth for the purpose of giving practical tests to applicants for the different positions in the classified service.

Third. — That legislation be enacted which shall enable the Commission to use electricity or other power in running its multigraph or other duplicating machines.

Fourth. — That the salaries of the Commissioners, secretary, chief examiner and registrar of labor be increased.

JOHN J. HOGAN, *Chairman*,
ELMER L. CURTISS,
HARVEY W. SHEPARD,

Commissioners.

APPENDIX.

ANNUAL REPORT OF THE SECRETARY, CHIEF EXAMINER, REGISTRAR OF LA- BOR AND PHYSICAL INSPECTOR TO THE COMMISSION.

OFFICIAL SERVICE.

REPORT OF THE SECRETARY AND CHIEF EXAMINER.

To the Civil Service Commission.

We respectfully submit the following report of examinations and appointments, covering the year from Oct. 1, 1914, to Sept. 30, 1915, inclusive.

EXAMINATIONS.

The whole number of examinations held was 330, of which 256 were competitive and 74 non-competitive, as follows:—

Competitive Examinations.

Competitive examinations were held, 16 for State service, 19 for Boston service, and 221 for the service of cities and towns other than Boston, as follows:—

	<i>State.</i>	Number of Exami- nations.	Applicants notified.	Number examined.
For superintendent service,		1	17	17
For clerical service,		1	1,467	1,081
For bookkeeper service,		1	170	92
For steward service,		1	45	41
For agent service,		2	106	89
For stenographer-typewriter service,		1	803	597
For instructor service,		1	6	4
For detective service (district police),		1	231	185
For metropolitan park police service,		1	152	123
For prison service,		1	229	192
For foreman and inspection service,		1	64	48
For janitor service,		1	101	82
For drawtender and assistant drawtender service,		1	31	23
For engineering service,		1	42	35
For civil engineering service,		1	193	173
Total,		16	3,657	2,782

	<i>Boston.</i>	Number of Exami- nations.	Applicants notified.	Number examined.
For clerical service,		1	282	205
For bookkeeper service,		2	14	10
For stenographer-typewriter service,		1	133	106
For fish wharf inspection service,		1	9	7
For investigator service,		1	45	31
For inspection service, other than inspection of work,		1	41	33
For swimming instructor service,		1	27	24
For police service,		1	341	276
For prison service,		1	61	49
For attendance officer service,		1	102	87
For fire service,		1	318	209
For foreman and inspection service,		2	60	48
For janitor service,		1	262	215
For drawtender and assistant drawtender service,		1	137	119
For engineering service,		1	27	21
For civil engineering service,		1	42	32
For school physician service,		1	139	121

Total,	19	2,040	1,593
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Attleboro.

For clerical service,	1	3	2
For police service,	1	8	6
For fire service,	1	4	4
For janitor service,	1	2	1

Total,	4	17	13
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Billerica.

For police service,	1	4	4
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Brockton.

For clerical service,	1	27	24
For water inspection service,	1	8	8
For police service,	1	23	17
For fire service,	1	11	10
For foreman service,	1	6	5
For janitor service,	1	8	6
For engineering service,	1	4	3
For nurse service,	1	5	5

Total,	8	92	78
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Brookline.

For clerical service,	1	2	1
For police service,	1	16	13
For fire service,	1	17	17
For foreman service,	1	1	1
For janitor service,	1	4	4
For civil engineering service,	1	1	1

Total,	6	41	37
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	<i>Cambridge.</i>	Number of Exami- nations.	Applicants notified.	Number examined.
For clerical service,		1	84	67
For building inspection service,		1	16	15
For police service,		1	52	40
For attendance officer service,		1	41	30
For fire service,		1	26	23
For foreman service,		1	6	5
For janitor service,		1	24	20
For drawtender and assistant drawtender service,		1	18	15
For engineering service,		1	1	1
Total,		9	268	216

	<i>Chelsea.</i>			
For clerical service,		1	13	11
For police service,		1	5	3
For fire service,		1	4	4
For foreman service,		1	1	1
For janitor service,		1	3	3
Total,		5	26	22

	<i>Chicopee.</i>			
For clerical service,		1	7	5
For almoner service,		1	13	10
For water inspection service,		1	4	4
For police service,		2	18	18
For fire service,		1	18	15
For foreman service,		1	4	4
For janitor service,		1	4	4
Total,		8	68	60

	<i>Everett.</i>			
For clerical service,		1	3	3
For police service,		1	15	14
For fire service,		1	11	11
For foreman service,		1	2	2
For janitor service,		1	23	21
Total,		5	54	51

	<i>Fall River.</i>			
For superintendent service,		1	8	7
For clerical service,		1	75	73
For elevator and wire inspection service,		2	28	24
For police service,		1	73	67
For police promotion service,		2	42	42
For fire service,		1	55	46
For fire promotion service,		1	6	6
For foreman service,		1	18	12
For janitor service,		1	47	40
For engineering service,		1	3	3
For civil engineering service,		1	2	1
Total,		13	357	321

	<i>Fitchburg.</i>	Number of Exami- nations.	Applicants notified.	Number examined.
For clerical service,		1	13	12
For police service,		1	5	5
For fire service,		1	13	10
For fire promotion service,		2	10	10
For foreman service,		1	3	3
For janitor service,		1	6	6
Total,		7	50	46

For police service,	<i>Gardner.</i>	1	5	4
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For clerical service,	<i>Gloucester.</i>	1	7	6
For police service,		1	3	3
For fire service,		1	4	4
For janitor service,		1	7	5
Total,		4	21	18

For clerical service,	<i>Haverhill.</i>	1	10	10
For agent service,		1	6	6
For police service,		1	7	6
For fire service,		1	9	7
For fire promotion service,		1	12	12
For janitor service,		1	11	8
Total,		6	55	49

For almoner service,	<i>Holyoke.</i>	1	11	9
For fire promotion service,		2	14	14
Total,		3	25	23

For clerical service,	<i>Lawrence.</i>	2	39	34
For health and water inspection service,		2	7	6
For fire promotion service,		2	22	22
For foreman service,		1	6	5
Total,		7	74	67

For police service,	<i>Lexington.</i>	1	6	6
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For clerical service,	<i>Lowell.</i>	1	66	61
For elevator and water inspection service,		2	28	24
For police service,		1	44	42
For police promotion service,		1	5	5

Lowell—concluded.

	Number of Exami- nations.	Applicants notified.	Number examined.
For fire service,	1	21	17
For foreman service,	1	5	5
For janitor service,	1	41	39
For engineering service,	1	2	2
Total,	9	212	195

Lynn.

For clerical service,	1	25	19
For police service,	1	66	56
For fire service,	1	9	9
For fire promotion service,	2	37	36
For foreman service,	1	7	7
For janitor service,	1	12	9
For engineering service,	1	2	2
Total,	8	158	138

Malden.

For clerical service,	1	10	5
For police service,	1	10	8
For fire service,	1	37	32
For foreman service,	1	1	1
For janitor service,	2	8	6
Total,	6	66	52

Marlborough.

For clerical service,	1	8	8
For police service,	1	2	2
For fire service,	1	7	6
For foreman service,	1	2	2
For janitor service,	1	3	3
Total,	5	22	21

Medford.

For clerical service,	1	6	2
For police service,	2	16	13
For fire service,	1	3	2
For foreman service,	—	1	—
For janitor service,	1	5	4
Total,	5	31	21

Melrose.

For clerical service,	1	2	1
For police service,	1	5	5
For fire service,	1	1	1
For janitor service,	1	1	1
Total,	4	9	8

	<i>Milton.</i>	Number of Exami- nations.	Applicants notified.	Number examined.
For police service,		1	3	3
For fire service,		1	2	2
Total,		2	5	5

New Bedford.

For secretary and almoner service,	1	4	4
For clerical service,	1	27	21
For police service,	1	48	41
For police promotion service,	3	37	37
For fire service,	1	9	9
For fire promotion service,	1	5	5
For foreman service,	1	9	8
For janitor service,	1	28	25
For civil engineering service,	1	2	2
Total,	11	169	152

Newton.

For clerical service,	1	8	7
For police service,	1	23	19
For fire service,	1	10	7
For janitor service,	1	3	1
For civil engineering service,	—	1	—
Total,	4	45	34

North Adams.

For clerical service,	1	2	2
For police service,	1	2	2
For fire service,	1	10	8
Total,	3	14	12

Northampton.

For police promotion service,	1	7	7
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Pittsfield.

For superintendent service,	1	12	10
For clerical service,	2	52	44
For water inspection service,	1	13	7
For police service,	1	9	5
For police promotion service,	1	16	16
For fire service,	1	3	3
For foreman service,	1	12	10
For janitor service,	1	19	17
Total,	9	136	112

Quincy.

For clerical service,	1	6	5
For police service,	1	12	11
For police promotion service,	2	19	18
For fire service,	1	10	10

<i>Quincy — concluded.</i>					Number of Exami- nations.	Applicants notified.	Number examined.
For foreman service,	.	.	.	.	1	4	3
For janitor service,	.	.	.	.	1	9	8
For civil engineering service,	.	.	.	.	1	1	1
Total,					8	61	56

<i>Revere.</i>							
For police service,	.	.	.	.	1	14	11
For fire service,	.	.	.	.	1	9	7
For fire promotion service,	.	.	.	.	1	6	6
Total,					3	29	24

<i>Salem.</i>							
For clerical service,	.	.	.	.	1	4	4
For police service,	.	.	.	.	1	3	3
For police promotion service,	.	.	.	.	1	5	5
For fire service,	.	.	.	.	2	22	22
For fire promotion service,	.	.	.	.	1	18	18
For janitor service,	.	.	.	.	1	14	13
Total,					7	66	65

<i>Somerville.</i>							
For clerical service,	.	.	.	.	1	23	18
For bookkeeper service,	.	.	.	.	1	9	8
For police service,	.	.	.	.	1	43	36
For fire service,	.	.	.	.	1	22	20
For foreman service,	.	.	.	.	1	1	1
For janitor service,	.	.	.	.	1	14	9
For engineering service,	.	.	.	.	1	1	1
Total,					7	113	93

<i>Springfield.</i>							
For clerical service,	.	.	.	.	1	68	59
For elevator and water inspection service,	.	.	.	.	2	17	14
For police service,	.	.	.	.	2	136	126
For fire service,	.	.	.	.	1	41	37
For foreman service,	.	.	.	.	1	9	8
For janitor service,	.	.	.	.	1	94	78
For engineering service,	.	.	.	.	1	4	4
For civil engineering service,	.	.	.	.	-	2	-
Total,					9	371	326

<i>Stoneham.</i>							
For police service,	.	.	.	.	1	7	6

<i>Taunton.</i>							
For superintendent service,	.	.	.	.	1	19	17
For attendance officer service,	.	.	.	.	1	12	11
Total,					2	31	28

	<i>Waltham.</i>	Number of Exami- nations.	Applicants notified.	Number examined.
For superintendent service,		1	17	14
For clerical service,		1	12	6
For agent service,		1	32	26
For police service,		1	2	2
For fire service,		1	4	4
For foreman service,		—	1	—
For janitor service,		1	1	1
Total,		6	69	53

For police service,	<i>Watertown.</i>	1	9	9
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For police service,	<i>West Springfield.</i>	1	9	6
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For police service,	<i>Winchester.</i>	1	6	3
For police promotion service,		1	5	5
Total,		2	11	8

For clerical service,	<i>Woburn.</i>	1	8	6
For police service,		1	2	1
For fire service,		1	3	2
For fire promotion service,		2	12	12
For foreman service,		—	1	—
For janitor service,		1	1	1
Total,		6	27	22

For clerical service,	<i>Worcester.</i>	2	132	112
For sealer of weights and measures service,		1	34	27
For water inspection service,		1	41	30
For police service,		2	110	100
For police promotion service,		2	77	74
For fire service,		1	31	24
For foreman service,		1	38	32
For janitor service,		1	65	57
For engineering service,		1	2	2
For civil engineering service,		1	2	1
Total,		13	532	459

Non-competitive Examinations.

Non-competitive examinations were held as follows: 35 of applicants for promotion where the rules provide for non-competitive examination; 11 for original appointment, in

the case of 6 of which there were no persons upon the eligible list possessing the special qualifications and experience required in the office; 17 were for transfer and 11 were for positions for which there were no eligible lists.

Number of Persons examined.

The whole number of persons examined for appointment and promotion in the first division was 7,376, of whom 5,564 were men, including 4 veterans, and 1,812 were women, as follows:—

For superintendent and deputy warden service,	67
For secretary service,	5
For clerical service,	1,932
For clerical promotion,	3
For bookkeeper service,	113
For buyer and stock clerk service,	1
For sealer of weights and measures service,	27
For almoner and visitor service,	21
For agent and steward service,	162
For stenographer-typewriter service,	703
For inspection service, other than inspection of work,	208
For instructor service,	29
For detective service (district police),	185
For police service,	992
For police promotion,	235
For metropolitan park police service,	123
For prison service,	241
For attendance officer service,	128
For fire service,	582
For fire promotion,	144
For foreman and inspection service,	213
For janitor service,	688
For drawtender and assistant drawtender service,	157
For engineering service,	75
For civil engineering service,	212
For civil engineering promotion,	1
For assistant to director, division of child hygiene service,	1
For school physician and bacteriologist service,	122
For nurse service,	6
Total,	<hr/> 7,376

Number of Persons passing Examinations.

The whole number of persons who passed examinations for appointment and promotion was 4,010, of whom 3,007 were men, including 3 veterans, and 1,003 were women, as follows:—

	Number.	Per Cent. of those examined.
For superintendent and deputy warden service,	39	58.21
For secretary service,	5	100.00
For clerical service,	636	32.92
For clerical promotion,	1	33.33
For bookkeeper service,	36	31.86
For buyer and stock clerk service,	1	100.00
For sealer of weights and measures service,	11	40.74
For almoner and visitor service,	11	52.38
For agent and steward service,	89	54.94
For stenographer-typewriter service,	572	81.37
For inspection service, other than inspection of work,	116	55.77
For instructor service,	10	34.48
For detective service (district police),	138	74.59
For police service,	508	51.21
For police promotion,	201	85.53
For metropolitan park police service,	54	43.90
For prison service,	223	92.53
For attendance officer service,	60	46.88
For fire service,	307	52.75
For fire promotion,	133	92.36
For foreman and inspection service,	87	40.85
For janitor service,	367	53.34
For drawtender and assistant drawtender service,	91	57.96
For engineering service,	59	78.67
For civil engineering service,	170	80.19
For civil engineering promotion,	—	—
For assistant to director, division of child hygiene service,	1	100.00

Of the whole number examined, 6,919 had been educated in the public schools and 457 appear to have attended college.

	Number.	Per Cent. of those examined.
For school physician and bacteriologist service,	78	63.93
For nurse service,	6	100.00

Number of Persons appointed.

The whole number of persons receiving original appointment from the eligible lists was 1,418, of whom 896 were men, including 1 veteran, and 522 were women.

The whole number of persons receiving appointment by promotion was 154, 153 of whom were men, 152 of them being promotions in the police and fire departments.

In addition, the whole number of original appointments of unexamined veterans was 5.

Following are the lists: —

COMMONWEALTH SERVICE.

	NUMBER OF EXAMINATIONS.		NUMBER OF APPLICANTS NOTIFIED.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER OF UNEXAMINED VETERANS APPOINTED.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Superintendent of furniture manufacturing, Massachusetts Reformatory, Class 1.	1	-	17	17	-	-	9	-	-	1	-	-	-	47.44	-	-	45.00	-	-	8	1	8	-
Deputy warden, State Prison, Class 1,	-	1	1	1	-	-	1	-	-	1	-	-	-	45.00	-	-	-	-	-	1	-	-	-
Director of social service, Class 1,	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Secretary, Fire Prevention Commission, Class 2.	-	1	1	1	-	-	1	-	-	1	-	-	-	30.00	-	-	-	-	-	-	1	-	-
Secretary, Class 2,	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Clerical, Class 3,	1	2	1,469	477	-	606	119	-	311	36	-	151	2	22.76	-	21.86	23.21	-	22.94	395	35	639	14
Clerical promotion, Class 3,	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	19.00	-	-	-	-	1	-
Bookkeeper, Class 4,	1	1	171	42	-	51	14	-	15	1	-	3	-	29.79	-	31.27	29.68	-	26.78	25	4	64	-
Visitor, Class 7,	-	2	2	1	-	1	1	-	-	10	-	27	-	42.00	-	-	-	-	24.00	1	-	-	1
Steward, Class 8,	1	-	45	41	-	-	16	-	-	2	-	-	-	35.75	-	-	32.84	-	-	15	1	22	3
Special agent, Commission on Economy and Efficiency, Class 8.	1	-	43	37	-	-	18	-	-	1	-	-	-	30.22	-	-	33.32	-	-	4	14	12	7

Parole agent, Prison Commission, Class 8,	1	-	63	-	-	52	-	-	28	-	-	-	-	-	33.93	-	-	32.88	23	5	22	2	
Other agent, Class 8,	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	
Stenographer-typewriter, Class 9,	1	-	803	101	-	496	77	-	406	8	-	192	-	21.40	-	22.61	21.29	-	20.76	467	16	113	1
Inspection, Class 11,	-	-	-	-	-	-	-	-	-	9	-	9	-	-	-	-	-	-	-	-	-	-	
Instructor, brush department, State Prison, Class 12.	1	-	6	4	-	-	4	-	-	1	-	-	-	42.75	-	-	-	-	-	4	-	-	-
Detective (district police), Class 13,	1	-	231	185	-	-	138	-	-	1	-	-	-	33.43	-	-	32.04	-	-	134	4	47	-
Boiler inspection (district police), Class 13,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Metropolitan park police, Class 16,	1	-	152	122	1	-	53	1	-	5	1	-	-	27.66	38.00	-	28.00	-	-	54	-	68	1
State, prison, Class 17,	1	-	229	192	-	-	181	-	-	16	-	-	-	32.36	-	-	38.18	-	-	176	5	11	-
Foreman and inspection, Class 22,	1	1	65	49	-	-	17	-	-	15	-	-	-	32.35	-	-	35.63	-	-	15	2	30	2
Janitor, Class 24,	1	-	101	81	1	-	30	-	-	5	-	-	-	33.47	-	-	39.63	69.00	-	28	2	51	1
Drawtender and assistant drawtender, Class 25.	1	-	31	23	-	-	12	-	-	8	-	-	-	35.83	-	-	32.64	-	-	11	1	11	-
Engineering, Class 26,	1	1	43	36	-	-	28	-	-	5	-	-	-	37.85	-	-	39.00	-	-	28	-	8	-
Civil engineering, Class 27,	1	1	194	174	-	-	148	-	-	68	-	-	-	24.22	-	-	26.58	-	-	48	100	19	7
Assistant to director, division of child hygiene, Class 32.	-	1	1	1	-	-	1	-	-	1	-	-	-	25.00	-	-	-	-	-	-	1	-	-
Veterinarian, Class 32,	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Deputy fish and game commissioner, Class 33.	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
	16	12	3,669	1,586	2	1,206	868	1	760	207	1	384	3	33.12	38.00	27.42	31.74	69.00	25.47	1,437	192	1,126	39
	28		3,669	2,794		1,629		592		3		32.85		42.07		1,629		1,165					

¹ Medal of honor.

BOSTON SERVICE.

	NUMBER OF EXAMINATIONS.		NUMBER OF APPLICANTS NOTIFIED.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER OF UNEXAMINED VETERANS APPOINTED.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Clerical, Class 3,	1	14	296	139	-	80	36	-	22	25	-	6	-	31.31	-	23.14	25.30	-	23.89	54	4	151	10
Clerical promotion, Class 3,	-	1	1	-	-	1	-	-	1	-	-	1	-	-	-	24.00	-	-	-	1	-	-	-
Bookkeeper, Class 4,	2	2	16	9	-	3	6	-	1	3	-	1	-	41.45	-	23.00	29.33	-	31.00	7	-	5	-
Storekeeper, Class 5,	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Stenographer-typewriter, Class 9,	1	-	133	8	-	98	6	-	83	13	-	38	-	21.00	-	19.99	25.00	-	19.50	88	1	17	-
Fish wharf inspection, Class 11,	1	-	9	7	-	-	6	-	-	2	-	-	-	34.67	-	-	37.00	-	-	6	-	1	-
Investigator, Finance Commission, Class 11.	1	-	45	31	-	-	8	-	-	1	-	-	-	29.75	-	-	34.91	-	-	3	5	20	3
Plumbing inspection, Class 11,	1	-	41	33	-	-	25	-	-	1	-	-	-	39.12	-	-	36.75	-	-	25	-	8	-
Other inspection, Class 11,	-	2	2	2	-	-	1	-	-	10	-	-	-	37.00	-	-	53.00	-	-	-	1	1	-
Swimming instructor, Class 12,	1	-	27	24	-	-	5	-	-	1	-	-	-	26.60	-	-	28.11	-	-	5	-	18	1
Police, Class 14,	1	-	341	276	-	-	124	-	-	49	-	-	-	27.43	-	-	28.02	-	-	122	2	152	-

Police promotion, Class 14,	-	8	8	8	-	-	8	-	-	14	-	-	-	41.25	-	-	-	-	-	8	-	-	-
Prison, Class 17,	1	-	61	49	-	-	42	-	-	4	-	-	-	29.21	-	-	40.91	-	-	41	1	7	-
Attendance officer, Class 19,	1	-	102	82	1 ¹	4	38	1	3	4	-	-	-	35.74	38.00	41.67	35.57	-	37.00	36	6	42	3
Fire, Class 20,	1	-	318	209	-	-	119	-	-	8	-	-	-	26.77	-	-	24.76	-	-	118	1	90	-
Fire promotion, Class 20,	-	-	-	-	-	-	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-
Foreman and inspection, Class 22,	1	1	49	40	-	-	10	-	-	5	-	-	-	31.70	-	-	39.97	-	-	8	2	30	-
Foreman, gasoline repairers and operators, Class 22.	1	-	12	9	-	-	5	-	-	-	-	-	-	31.80	-	-	36.00	-	-	5	-	4	-
Janitor, Class 24,	1	-	262	215	-	-	108	-	-	28	-	-	-	32.33	-	-	34.79	-	-	106	2	107	-
Custodian, Class 24,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Drawtender and assistant drawtender, Class 25.	1	-	137	119	-	-	69	-	-	8	-	-	-	31.73	-	-	30.68	-	-	68	1	50	-
Engineering, Class 26,	1	-	27	21	-	-	15	-	-	3	-	-	-	41.67	-	-	42.33	-	-	15	-	6	-
Civil engineering, Class 27,	1	-	42	32	-	-	18	-	-	4	-	-	-	24.50	-	-	24.07	-	-	11	7	11	3
Civil engineering promotion, Class 27,	-	1	1	1	-	-	-	-	-	1	-	-	-	-	-	-	35.00	-	-	-	-	1	-
Heating and ventilating draftsman, Class 28.	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
School physician, Class 32,	1	-	139	116	-	5	75	-	2	1	-	-	-	37.29	-	39.50	38.56	-	40.33	-	77	-	44
First assistant assessor, Class 36,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
	19	29	2,069	430	1	191	724	1	112	208	-	46	-	32.62	38.00	28.55	34.00	-	30.34	727	110	721	64
	48		2,069	1,622			837			254			-	33.06			32.17			837		785	

¹ Medal of honor.

SUPERINTENDENT, SECRETARY, ASSISTANT TO CLERK OF COMMITTEES, CLERICAL, BOOKKEEPER, BUYER AND STOCK CLERK, SEALER OF WEIGHTS AND MEASURES, ALMONER, VISITOR, AGENT, STENOGRAPHER-TYPEWRITER, INSPECTION OTHER THAN INSPECTION OF WORK, SWIMMING INSTRUCTOR, WATCHMAN, ATTENDANCE OFFICER, FIRE, FOREMAN AND INSPECTION OF WORK, JANITOR, DRAWTENDER, ENGINEERING, CIVIL ENGINEERING, ELECTRICIAN, BACTERIOLOGIST AND NURSE SERVICE IN CITIES OTHER THAN BOSTON, AND IN TOWNS.

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.	Number of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.			Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Attleboro, clerical, Class 3,	1	-	3	2	-	-	-	-	-	-	-	-	-	-	19.50	-	-	-	-	2	-
Attleboro, fire, Class 21,	1	-	4	4	-	-	3	-	-	1	-	24.33	-	-	26.00	-	-	3	-	1	-
Attleboro, janitor, Class 24,	1	-	2	1	-	-	1	-	-	-	-	45.00	-	-	-	-	-	1	-	-	-
Beverly, clerical, Class 3,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Beverly, water inspection, Class 11,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Beverly, fire, Class 21,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Beverly, janitor, Class 24,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Brockton, clerical, Class 3,	1	-	27	2	-	22	-	-	9	-	-	-	-	25.22	33.50	-	24.00	9	-	14	1
Brockton, water inspection, Class 11,	1	-	8	8	-	-	5	-	-	4	-	25.40	-	-	25.33	-	-	5	-	3	-

Brockton, fire, Class 21,	1	-	11	10	-	-	7	-	-	-	-	-	26.00	-	-	26.67	-	-	7	-	3	-
Brockton, foreman, Class 22,	1	-	6	5	-	-	3	-	-	1	-	-	30.00	-	-	40.50	-	-	3	-	2	-
Brockton, janitor, Class 24,	1	-	8	6	-	-	5	-	-	-	-	-	39.40	-	-	50.00	-	-	5	-	1	-
Brockton, engineering, Class 26,	1	-	4	3	-	-	2	-	-	1	-	-	34.50	-	-	33.00	-	-	2	-	1	-
Brockton, nurse, Class 35,	1	-	5	-	-	5	-	-	5	-	-	2	-	-	25.80	-	-	5	-	-	-	
Brookline, superintendent, Class 1,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Brookline, clerical, Class 3,	1	1	3	2	-	-	1	-	-	1	-	1	26.00	-	-	24.00	-	-	1	-	1	-
Brookline, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Brookline, swimming instructor, Class 12,	-	1	1	1	-	-	1	-	-	1	-	-	34.00	-	-	-	-	-	1	-	-	-
Brookline, fire, Class 21,	1	-	17	17	-	-	11	-	-	4	-	-	25.55	-	-	24.50	-	-	11	-	6	-
Brookline, fire promotion, Class 21,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Brookline, foreman, Class 22,	1	-	1	1	-	-	1	-	-	-	-	-	43.00	-	-	-	-	-	1	-	-	-
Brookline, janitor, Class 24,	1	-	4	4	-	-	2	-	-	-	-	-	30.50	-	-	37.00	-	-	2	-	2	-
Brookline, civil engineering, Class 27,	1	-	1	1	-	-	1	-	-	1	-	-	28.00	-	-	-	-	-	1	-	-	-
Cambridge, assistant to clerk of committees, Class 2,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Cambridge, clerical, Class 3,	1	-	84	13	-	54	2	-	20	-	-	9	25.00	-	20.05	21.91	-	18.71	22	-	45	-
Cambridge, clerical promotion, Class 3,	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	29.00	-	-	-	-	-	1
Cambridge, deputy sealer of weights and measures, Class 6,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Cambridge, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
Cambridge, building inspection, Class 11,	1	-	16	15	-	-	10	-	-	1	-	-	35.60	-	-	35.20	-	-	10	-	5	-
Cambridge, other inspection, Class 11,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-

SUPERINTENDENT, SECRETARY, ASSISTANT TO CLERK OF COMMITTEES, ETC. — *Continued.*

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Cambridge, attendance officer, Class 19,	1	-	41	22	-	8	7	-	5	1	-	-	-	29.86	-	36.40	41.13	-	43.67	10	2	18	-
Cambridge, fire, Class 21,	1	-	26	23	-	-	11	-	-	3	-	-	-	26.64	-	-	25.83	-	-	11	-	12	-
Cambridge, foreman, Class 22,	1	-	6	5	-	-	5	-	-	2	-	-	-	40.20	-	-	-	-	-	5	-	-	-
Cambridge, janitor, Class 24,	1	-	24	20	-	-	14	-	-	6	-	-	-	31.78	-	-	35.67	-	-	14	-	6	-
Cambridge, drawtender and assistant drawtender, Class 25,	1	-	18	15	-	-	10	-	-	8	-	-	-	36.20	-	-	31.80	-	-	10	-	5	-
Cambridge, engineering, Class 26,	1	-	1	1	-	-	1	-	-	1	-	-	-	34.00	-	-	-	-	-	1	-	-	-
Cambridge, bacteriologist, Class 32,	-	1	1	1	-	-	1	-	-	1	-	-	-	29.00	-	-	-	-	-	-	1	-	-
Chelsea, clerical, Class 3,	1	-	13	-	-	11	-	-	2	-	-	-	-	-	-	19.00	-	-	19.89	2	-	9	-
Chelsea, fire, Class 21,	1	-	4	4	-	-	2	-	-	1	-	-	-	29.00	-	-	22.50	-	-	2	-	2	-
Chelsea, foreman, Class 22,	1	-	1	1	-	-	1	-	-	-	-	-	-	33.00	-	-	-	-	-	1	-	-	-
Chelsea, janitor, Class 24,	1	-	3	3	-	-	-	-	-	1	-	-	-	-	-	-	44.67	-	-	-	-	3	-
Chicopee, clerical, Class 3,	1	-	7	4	-	1	-	-	-	-	-	-	-	-	-	-	19.50	-	20.00	-	-	5	-

Chicopee, almoner, Class 7,	1	-	13	9	-	1	6	-	1	1	-	-	41.17	-	18.00	32.33	-	-	5	2	3	-
Chicopee, water inspection, Class 11,	1	-	4	4	-	-	2	-	-	1	-	-	41.00	-	-	35.50	-	-	2	-	2	-
Chicopee, fire, Class 21,	1	-	18	15	-	-	9	-	-	3	-	-	28.67	-	-	26.50	-	-	9	-	6	-
Chicopee, foreman, Class 22,	1	-	4	4	-	-	1	-	-	1	-	-	32.00	-	-	28.33	-	-	1	-	3	-
Chicopee, janitor, Class 24,	1	-	4	3	1	-	3	1	-	-	-	-	44.33	72.00	-	-	-	-	4	-	-	-
Clinton, fire, Class 21,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Easthampton, plumbing inspection, Class 11,	-	1	1	1	-	-	1	-	-	1	-	-	30.00	-	-	-	-	-	1	-	-	-
Everett, clerical, Class 3,	1	-	3	1	-	2	-	-	2	-	-	-	-	-	19.00	19.00	-	-	2	-	1	-
Everett, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Everett, water inspection, Class 11,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Everett, fire, Class 21,	1	-	11	11	-	-	9	-	-	10	-	-	26.33	-	-	25.00	-	-	9	-	2	-
Everett, foreman, Class 22,	1	-	2	2	-	-	2	-	-	-	-	-	45.00	-	-	-	-	-	2	-	-	-
Everett, janitor, Class 24,	1	-	23	21	-	-	5	-	-	6	-	-	44.00	-	-	45.88	-	-	5	-	16	-
Fall River, superintendent, water depart- ment, Class 1,	1	-	8	7	-	-	4	-	-	1	-	-	35.00	-	-	37.32	-	-	3	1	3	-
Fall River, secretary, Class 2,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Fall River, clerical, Class 3,	1	-	75	24	-	49	1	-	11	-	-	7	17.00	-	23.82	24.26	-	22.55	12	-	61	-
Fall River, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Fall River, elevator inspection, Class 11,	1	-	13	9	-	-	4	-	-	1	-	-	34.00	-	-	33.60	-	-	4	-	5	-
Fall River, wire inspection, Class 11,	1	-	15	15	-	-	10	-	-	-	-	-	28.50	-	-	28.00	-	-	10	-	5	-
Fall River, fire, Class 21,	1	-	55	46	-	-	15	-	-	-	-	-	25.13	-	-	26.81	-	-	15	-	31	-
Fall River, fire promotion, Class 21,	1	-	6	6	-	-	6	-	-	1	-	-	47.67	-	-	-	-	-	6	-	-	-

SUPERINTENDENT, SECRETARY, ASSISTANT TO CLERK OF COMMITTEES, ETC. — *Continued.*

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Fall River, foreman, Class 22,	1	-	18	12	-	-	6	-	-	-	-	-	-	31.17	-	-	41.00	-	-	6	-	6	-
Fall River, janitor, Class 24,	1	-	47	40	-	-	28	-	-	1	-	-	-	39.21	-	-	34.50	-	-	28	-	12	-
Fall River, engineering, Class 26,	1	-	3	3	-	-	3	-	-	1	-	-	-	36.00	-	-	-	-	-	3	-	-	-
Fall River, civil engineering, Class 27,	1	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-	25.00	-	-	-	-	-	1
Fall River, nurse, Class 35,	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Fitchburg, clerical, Class 3,	1	-	13	1	-	11	-	-	6	-	-	2	-	-	-	19.00	20.00	-	20.20	6	-	6	-
Fitchburg, fire, Class 21,	1	-	13	10	-	-	6	-	-	4	-	-	-	26.33	-	-	26.75	-	-	6	-	4	-
Fitchburg, fire promotion, Class 21,	2	1	11	11	-	-	11	-	-	4	-	-	-	36.18	-	-	-	-	-	11	-	-	-
Fitchburg, foreman, Class 22,	1	-	3	3	-	-	2	-	-	-	-	-	-	35.00	-	-	48.00	-	-	2	-	1	-
Fitchburg, janitor, Class 24,	1	1	7	7	-	-	6	-	-	2	-	-	-	33.33	-	-	54.00	-	-	6	-	1	-
Fitchburg, nurse, Class 35,	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Gloucester, clerical, Class 3,	1	-	7	3	-	3	1	-	1	-	-	-	-	19.00	-	33.00	23.00	-	35.00	2	-	4	-

Gloucester, fire, Class 21,	1	-	4	4	-	-	3	-	-	-	-	23.23	-	-	22.00	-	-	3	-	1	-		
Gloucester, janitor, Class 24,	1	-	7	5	-	-	3	-	-	-	-	46.33	-	-	47.00	-	-	3	-	2	-		
Haverhill, clerical, Class 3,	1	-	10	2	-	8	-	-	-	-	1	-	-	-	35.50	-	24.75	-	-	10	-		
Haverhill, agent, Class 8,	1	-	6	6	-	-	5	-	-	1	-	29.20	-	-	27.00	-	-	2	3	1	-		
Haverhill, fire, Class 21,	1	-	9	7	-	-	4	-	-	4	-	25.75	-	-	24.33	-	-	4	-	3	-		
Haverhill, fire promotion, Class 21,	1	-	12	12	-	-	11	-	-	3	-	39.09	-	-	61.00	-	-	11	-	1	-		
Haverhill, janitor, Class 24,	1	-	11	8	-	-	6	-	-	4	-	54.67	-	-	59.50	-	-	6	-	2	-		
Holyoke, clerical, Class 3,	-	-	-	-	-	-	-	-	-	2	3	-	-	-	-	-	-	-	-	-	-		
Holyoke, almoner, Class 7,	1	-	11	-	-	9	-	-	3	-	-	-	-	25.00	-	-	24.67	3	-	6	-		
Holyoke, fire, Class 21,	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-		
Holyoke, fire promotion, Class 21,	2	1	15	15	-	-	15	-	-	12	-	39.33	-	-	-	-	-	15	-	-	-		
Holyoke, janitor, Class 24,	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-		
Holyoke, engineering, Class 26,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
Lawrence, clerical, Class 3,	2	-	39	25	-	9	2	-	-	-	-	1	22.50	-	-	28.61	-	24.79	2	-	32	-	
Lawrence, health inspection, Class 11,	1	-	4	3	-	-	3	-	-	-	-	42.00	-	-	-	-	-	3	-	-	-		
Lawrence, water inspection, Class 11,	1	-	3	3	-	-	1	-	-	-	-	33.00	-	-	45.50	-	-	1	-	2	-		
Lawrence, attendance officer, Class 19,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-		
Lawrence, fire promotion, Class 21,	2	-	22	22	-	-	18	-	-	1	-	40.72	-	-	39.75	-	-	18	-	4	-		
Lawrence, foreman, Class 22,	1	-	6	5	-	-	-	-	-	-	-	-	-	-	42.80	-	-	-	-	5	-		
Lawrence, janitor, Class 24,	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-		
Lowell, clerical, Class 3,	1	-	66	46	-	15	14	-	9	4	-	2	-	21.64	-	24.56	23.81	-	21.33	21	2	38	-

SUPERINTENDENT, SECRETARY, ASSISTANT TO CLERK OF COMMITTEES, ETC. — *Continued.*

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Lowell, elevator inspection, Class 11,	1	-	20	16	-	-	5	-	-	1	-	-	-	32.20	-	-	31.09	-	-	5	-	11	-
Lowell, water inspection, Class 11,	1	-	8	8	-	-	7	-	-	2	-	-	-	32.29	-	-	33.00	-	-	7	-	1	-
Lowell, fire, Class 21,	1	-	21	17	-	-	7	-	-	-	-	-	-	26.14	-	-	26.90	-	-	7	-	10	-
Lowell, fire promotion, Class 21,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Lowell, foreman, Class 22,	1	-	5	5	-	-	2	-	-	1	-	-	-	40.00	-	-	52.67	-	-	2	-	3	-
Lowell, janitor, Class 24,	1	-	41	39	-	-	34	-	-	2	-	1	-	32.44	-	-	32.40	-	-	34	-	5	-
Lowell, engineering, Class 26,	1	-	2	2	-	-	2	-	-	1	-	-	-	40.50	-	-	-	-	-	2	-	-	-
Lynn, clerical, Class 3,	1	-	25	2	-	17	-	-	7	-	-	1	-	-	-	21.14	36.00	-	24.30	7	-	12	-
Lynn, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Lynn, water inspection, Class 11,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Lynn, attendance officer, Class 19,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Lynn, fire, Class 21,	1	-	9	9	-	-	5	-	-	5	-	-	-	25.80	-	-	27.00	-	-	5	-	4	-

Lynn, fire promotion, Class 21,	2	-	37	36	-	-	36	-	-	4	-	-	-	35.94	-	-	-	-	-	36	-	-	-
Lynn, foreman, Class 22,	1	-	7	7	-	-	4	-	-	-	-	-	-	36.50	-	-	37.67	-	-	4	-	3	-
Lynn, janitor, Class 24,	1	-	12	9	-	-	6	-	-	4	-	-	-	41.33	-	-	43.33	-	-	6	-	3	-
Lynn, engineering, Class 26,	1	-	2	2	-	-	2	-	-	-	-	-	-	44.00	-	-	-	-	-	2	-	-	-
Malden, clerical, Class 3,	1	-	10	1	-	4	-	-	4	-	-	1	-	-	-	27.00	25.00	-	-	4	-	1	-
Malden, fire, Class 21,	1	-	37	32	-	-	14	-	-	3	-	-	-	25.93	-	-	27.72	-	-	14	-	18	-
Malden, fire promotion, Class 21,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Malden, foreman, Class 22,	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	52.00	-	-	-	-	1	-
Malden, janitor, Class 24,	2	-	8	6	-	-	3	-	-	1	-	-	-	32.67	-	-	44.67	-	-	3	-	3	-
Marlborough, clerical, Class 3,	1	-	8	6	-	2	1	-	-	-	-	-	-	18.00	-	-	20.40	-	20.50	1	-	7	-
Marlborough, fire, Class 21,	1	-	7	6	-	-	4	-	-	1	-	-	-	23.50	-	-	30.00	-	-	4	-	2	-
Marlborough, foreman, Class 22,	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	46.50	-	-	-	-	2	-
Marlborough, janitor, Class 24,	1	-	3	3	-	-	3	-	-	-	-	-	-	36.00	-	-	-	-	-	3	-	-	-
Medford, clerical, Class 3,	1	-	6	-	-	2	-	-	1	-	-	-	-	-	-	20.00	-	-	23.00	-	1	1	-
Medford, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Medford, fire, Class 21,	1	-	3	2	-	-	1	-	-	-	-	-	-	27.00	-	-	28.00	-	-	1	-	1	-
Medford, fire promotion, Class 21,	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Medford, foreman, Class 22,	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medford, janitor, Class 24,	1	-	5	4	-	-	3	-	-	1	-	-	-	45.00	-	-	50.00	-	-	3	-	1	-
Melrose, clerical, Class 3,	1	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	47.00	-	-	-	1
Melrose, fire, Class 21,	1	-	1	1	-	-	1	-	-	1	-	-	-	32.00	-	-	-	-	-	1	-	-	-

SUPERINTENDENT, SECRETARY, ASSISTANT TO CLERK OF COMMITTEES, ETC. — *Continued.*

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Melrose, janitor, Class 24,	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	54.00	-	-	-	-	1	-
Milton, fire, Class 21,	1	-	2	2	-	-	2	-	-	4	-	-	-	25.00	-	-	-	-	-	2	-	-	-
New Bedford, secretary and almoner, Class 2,	1	-	4	4	-	-	4	-	-	1	-	-	-	30.50	-	-	-	-	-	3	1	-	-
New Bedford, clerical, Class 3,	1	-	27	13	-	8	3	-	-	2	-	1	-	21.00	-	-	25.40	-	21.25	3	-	18	-
New Bedford, watchman, Class 17,	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
New Bedford, fire, Class 21,	1	-	9	9	-	-	1	-	-	-	-	-	-	29.00	-	-	26.38	-	-	1	-	8	-
New Bedford, fire promotion, Class 21,	1	-	5	5	-	-	5	-	-	8	-	-	-	38.40	-	-	-	-	-	5	-	-	-
New Bedford, foreman, Class 22,	1	-	9	8	-	-	2	-	-	1	-	-	-	35.00	-	-	40.67	-	-	2	-	6	-
New Bedford, janitor, Class 24,	1	-	28	25	-	-	16	-	-	2	-	-	-	35.44	-	-	39.22	-	-	16	-	9	-
New Bedford, engineering, Class 26,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
New Bedford, civil engineering, Class 27,	1	-	2	2	-	-	1	-	-	1	-	-	-	18.00	-	-	21.00	-	-	1	-	1	-
New Bedford, assistant superintendent, fire alarm bureau, Class 29.	-	1	1	1	-	-	1	-	-	1	-	-	-	35.00	-	-	-	-	-	1	-	-	-

New Bedford, electrician, Class 29,	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Newton, clerical, Class 3,	1	-	8	1	-	6	-	-	3	-	-	2	-	-	17.33	18.00	-	18.00	3	-	4	-	-
Newton, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Newton, fire, Class 21,	1	-	10	7	-	-	-	-	3	-	-	-	-	-	-	25.87	-	-	-	-	-	7	
Newton, janitor, Class 24,	1	-	3	1	-	-	1	-	-	-	-	-	32.00	-	-	-	-	-	1	-	-	-	
Newton, civil engineering, Class 27,	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
North Adams, clerical, Class 3,	1	-	2	1	-	1	-	-	1	-	-	-	-	26.00	16.00	-	-	-	1	-	1	-	
North Adams, fire, Class 21,	1	-	10	8	-	-	5	-	-	-	-	-	27.60	-	-	27.33	-	-	5	-	3	-	
Norwood, plumbing inspection, Class 11,	-	1	1	1	-	-	1	-	-	1	-	-	55.00	-	-	-	-	-	1	-	-	-	
Pittsfield, superintendent, City Farm, Class 1,	1	-	12	10	-	-	4	-	-	2	-	-	42.00	-	-	38.50	-	-	4	-	6	-	
Pittsfield, clerical, Class 3,	2	-	52	34	-	10	6	-	2	-	-	1	24.17	-	21.00	29.07	-	22.50	7	1	36	-	
Pittsfield, water inspection, Class 11,	1	-	13	7	-	-	5	-	-	2	-	-	34.40	-	-	24.00	-	-	5	-	2	-	
Pittsfield, fire, Class 21,	1	-	3	3	-	-	-	-	-	1	-	-	-	-	-	30.33	-	-	-	-	3	-	
Pittsfield, fire promotion, Class 21,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Pittsfield, foreman, Class 22,	1	-	12	10	-	-	5	-	-	3	-	-	36.40	-	-	41.40	-	-	5	-	5	-	
Pittsfield, janitor, Class 24,	1	-	19	17	-	-	7	-	-	4	-	-	42.86	-	-	50.60	-	-	7	-	10	-	
Quincy, clerical, Class 3,	1	-	6	1	-	4	-	-	2	-	-	-	-	34.50	26.00	-	30.50	2	-	3	-	-	
Quincy, fire, Class 21,	1	-	10	10	-	-	8	-	-	9	-	-	25.63	-	-	24.50	-	-	8	-	2	-	
Quincy, foreman, Class 22,	1	-	4	3	-	-	3	-	-	2	-	-	34.33	-	-	-	-	-	3	-	-	-	
Quincy, janitor, Class 24,	1	-	9	8	-	-	5	-	-	2	-	-	40.20	-	-	40.33	-	-	5	-	3	-	
Quincy, civil engineering, Class 27,	1	-	1	1	-	-	1	-	-	-	-	-	19.00	-	-	-	-	-	1	-	-	-	

SUPERINTENDENT, SECRETARY, ASSISTANT TO CLERK OF COMMITTEES, ETC. — *Continued.*

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER OF Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Revere, fire, Class 21,	1	-	9	7	-	-	4	-	-	7	-	-	-	26.75	-	-	23.67	-	-	4	-	3	-
Revere, fire promotion, Class 21,	1	1	7	7	-	-	5	-	-	4	-	-	-	36.20	-	-	38.00	-	-	5	-	2	-
Salem, clerical, Class 3,	1	-	4	1	-	3	-	-	1	-	-	3	-	-	-	21.00	26.00	-	26.00	1	-	3	-
Salem, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Salem, fire, Class 21,	2	-	22	22	-	-	17	-	-	13	-	-	-	26.53	-	-	26.50	-	-	17	-	5	-
Salem, fire promotion, Class 21,	1	-	18	18	-	-	14	-	-	8	-	-	-	38.43	-	-	46.75	-	-	14	-	4	-
Salem, janitor, Class 24,	1	-	14	13	-	-	10	-	-	1	-	-	-	36.40	-	-	40.67	-	-	10	-	3	-
Salem, nurse, Class 35,	-	1	1	-	-	1	-	-	1	-	-	1	-	-	-	37.00	-	-	-	1	-	-	-
Somerville, clerical, Class 3,	1	-	23	2	-	16	1	-	9	-	-	4	-	23.00	-	25.78	16.00	-	23.86	10	-	8	-
Somerville, bookkeeper, Class 4,	1	-	9	8	-	-	-	-	-	-	-	-	-	-	-	-	32.13	-	-	-	-	8	-
Somerville, water inspection, Class 11,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Somerville, fire, Class 21,	1	-	22	20	-	-	10	-	-	9	-	-	-	26.70	-	-	26.00	-	-	10	-	10	-

Somerville, foreman, Class 22,	1	-	1	1	-	-	1	-	-	-	-	-	36.00	-	-	-	-	-	1	-	-
Somerville, janitor, Class 24,	1	-	14	9	-	-	4	-	-	6	-	-	38.50	-	-	41.60	-	-	4	-	5
Somerville, engineering, Class 26,	1	-	1	1	-	-	1	-	-	-	-	-	65.00	-	-	-	-	-	1	-	-
Springfield, clerical, Class 3,	1	-	68	15	-	44	2	-	10	1	-	19	27.00	-	18.50	23.62	-	23.53	12	-	46
Springfield, elevator inspection, Class 11,	1	-	7	4	-	-	2	-	-	1	-	-	41.50	-	-	46.50	-	-	2	-	2
Springfield, water inspection, Class 11,	1	-	10	10	-	-	8	-	-	-	-	-	31.50	-	-	33.50	-	-	7	1	2
Springfield, assistant milk inspection, Class 11,	-	1	1	1	-	-	1	-	-	1	-	-	41.00	-	-	-	-	-	-	1	-
Springfield, fire, Class 21,	1	-	41	37	-	-	20	-	-	20	-	-	25.95	-	-	25.76	-	-	20	-	17
Springfield, fire promotion, Class 21,	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
Springfield, foreman, Class 22,	1	-	9	8	-	-	2	-	-	-	-	-	33.00	-	-	35.83	-	-	2	-	6
Springfield, janitor, Class 24,	1	-	94	78	-	-	21	-	-	28	-	-	33.48	-	-	42.75	-	-	21	-	57
Springfield, engineering, Class 26,	1	-	4	4	-	-	3	-	-	2	-	-	38.33	-	-	26.00	-	-	3	-	1
Springfield, civil engineering, Class 27,	-	-	2	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Taunton, superintendent, distribution, municipal lighting plant, Class 1,	1	-	19	17	-	-	14	-	-	1	-	-	30.86	-	-	28.00	-	-	12	2	3
Taunton, clerical, Class 3,	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Taunton, attendance officer, Class 19,	1	-	12	11	-	-	6	-	-	1	-	-	44.33	-	-	44.20	-	-	6	-	5
Taunton, fire, Class 21,	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-
Waltham, superintendent, City Home, Class 1,	1	-	17	14	-	-	6	-	-	-	-	-	45.50	-	-	41.63	-	-	6	-	8
Waltham, clerical, Class 3,	1	-	12	2	-	4	-	-	1	-	-	-	-	-	19.00	31.00	-	30.67	1	-	5
Waltham, agent, Class 8,	1	-	32	26	-	-	22	-	-	1	-	-	32.45	-	-	32.50	-	-	7	15	4
Waltham, fire, Class 21,	1	-	4	4	-	-	3	-	-	1	-	-	28.33	-	-	31.00	-	-	3	-	1

[illegible]

Worcester, building inspection, Class 11,	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Worcester, water inspection, Class 11,	1	-	41	30	-	-	11	-	2	-	-	-	28.00	-	-	27.79	-	-	10	1	19	-	
Worcester, fire, Class 21,	1	-	31	24	-	-	5	-	5	-	-	-	25.20	-	-	25.53	-	-	5	-	19	-	
Worcester, fire promotion, Class 21,	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Worcester, foreman, Class 22,	1	-	38	32	-	-	15	-	1	-	-	-	31.60	-	-	36.76	-	-	15	-	17	-	
Worcester, janitor, Class 24,	1	-	65	57	-	-	40	-	12	-	-	-	38.95	-	-	44.65	-	-	40	-	17	-	
Worcester, engineering, Class 26,	1	-	2	2	-	-	2	-	-	-	-	-	35.50	-	-	-	-	-	2	-	-	-	
Worcester, civil engineering, Class 27,	1	-	2	1	-	-	1	-	-	-	-	-	20.00	-	-	-	-	-	-	1	-	-	
	166	15	2,353	1,605	1	411	836	1	130	381	-	93	2	33.45	72.00	23.85	32.94	-	25.41	926	41	1,040	10
	181		2,353	2,017			967			474			2	43.10			29.18			967		1,050	

POLICE SERVICE, CITIES AND TOWNS OTHER THAN BOSTON.

	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			Number of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Attleboro,	1	-	8	6	-	-	2	-	-	-	-	-	-	28.50	-	-	27.00	-	-	2	-	4	-
Beverly,	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Billerica,	1	-	4	4	-	-	4	-	-	1	-	-	-	30.00	-	-	-	-	-	4	-	-	-
Brockton,	1	-	23	17	-	-	11	-	-	1	-	-	-	28.00	-	-	30.50	-	-	11	-	6	-
Brockton, promotion,	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Brookline,	1	-	16	13	-	-	9	-	-	11	-	-	-	24.00	-	-	23.50	-	-	9	-	4	-
Brookline, promotion,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambridge,	1	-	52	40	-	-	23	-	-	12	-	-	-	24.43	-	-	27.29	-	-	23	-	17	-
Cambridge, promotion,	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Chelsea,	1	-	5	3	-	-	1	-	-	4	-	-	-	27.00	-	-	27.00	-	-	1	-	2	-
Chelsea, promotion,	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Chicopee,	2	-	18	18	-	-	8	-	-	8	-	-	-	26.63	-	-	27.50	-	-	8	-	10	-

Chicopee, promotion,	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Everett,	1	-	15	14	-	-	10	-	4	-	-	-	27.40	-	-	26.75	-	-	10	-	4	-	-	-
Fall River,	1	-	73	67	-	-	40	-	5	-	-	-	27.13	-	-	28.00	-	-	40	-	27	-	-	-
Fall River, promotion,	2	9	51	51	-	-	45	-	9	-	-	-	45.22	-	-	34.17	-	-	45	-	6	-	-	-
Fitchburg,	1	-	5	5	-	-	1	-	-	-	-	-	22.00	-	-	31.00	-	-	1	-	4	-	-	-
Framingham,	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gardner,	1	-	5	4	-	-	2	-	1	-	-	-	27.00	-	-	32.00	-	-	2	-	2	-	-	-
Gloucester,	1	-	3	3	-	-	3	-	5	-	-	-	28.67	-	-	-	-	-	3	-	-	-	-	-
Haverhill,	1	-	7	6	-	-	2	-	3	-	-	-	25.00	-	-	27.75	-	-	2	-	4	-	-	-
Haverhill, promotion,	-	1	1	1	-	-	1	-	1	-	-	-	49.00	-	-	-	-	-	1	-	-	-	-	-
Holyoke,	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lexington,	1	-	6	6	-	-	2	-	2	-	-	-	30.50	-	-	28.50	-	-	2	-	4	-	-	-
Lowell,	1	-	44	42	-	-	15	-	10	-	-	-	28.05	-	-	29.48	-	-	15	-	27	-	-	-
Lowell, promotion,	1	-	5	5	-	-	4	-	2	-	-	-	49.00	-	-	51.00	-	-	4	-	1	-	-	-
Lynn,	1	-	66	56	-	-	31	-	6	-	-	-	28.39	-	-	28.44	-	-	31	-	25	-	-	-
Malden,	1	-	10	8	-	-	3	-	5	-	-	-	23.00	-	-	26.80	-	-	3	-	5	-	-	-
Malden, promotion,	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marlborough,	1	-	2	2	-	-	1	-	-	-	-	-	24.00	-	-	30.00	-	-	1	-	1	-	-	-
Medford,	2	-	16	13	-	-	4	-	4	-	-	-	27.75	-	-	28.67	-	-	4	-	9	-	-	-
Medford, promotion,	-	1	1	1	-	-	1	-	1	-	-	-	48.00	-	-	-	-	-	1	-	-	-	-	-
Melrose,	1	-	5	5	-	-	4	-	1	-	-	-	29.00	-	-	25.00	-	-	4	-	1	-	-	-

POLICE SERVICE, CITIES AND TOWNS OTHER THAN BOSTON — *Concluded.*

	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			Number of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Melrose, promotion,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Milton,	1	-	3	3	-	-	2	-	-	3	-	-	-	23.50	-	-	28.00	-	-	2	-	1	-
New Bedford,	1	-	48	41	-	-	22	-	-	4	-	-	-	27.77	-	-	29.37	-	-	22	-	19	-
New Bedford, promotion,	3	3	40	40	-	-	37	-	-	4	-	-	-	45.94	-	-	44.00	-	-	37	-	3	-
Newton,	1	-	23	19	-	-	12	-	-	10	-	-	-	26.75	-	-	27.43	-	-	12	-	7	-
North Adams,	1	-	2	2	-	-	2	-	-	-	-	-	-	27.00	-	-	-	-	-	2	-	-	-
Northampton,	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Northampton, promotion,	1	-	7	7	-	-	7	-	-	-	-	-	-	43.14	-	-	-	-	-	7	-	-	-
Norwood,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Pittsfield,	1	-	9	5	-	-	4	-	-	1	-	-	-	27.75	-	-	22.00	-	-	4	-	1	-
Pittsfield, promotion,	1	-	16	16	-	-	13	-	-	1	-	-	-	38.38	-	-	44.67	-	-	13	-	3	-
Quincy,	1	-	12	11	-	-	7	-	-	13	-	-	-	27.57	-	-	27.75	-	-	7	-	4	-

Quincy, promotion,	2	-	19	18	-	-	16	-	-	2	-	-	-	41.73	-	-	51.00	-	-	16	-	2	-
Revere,	1	-	14	11	-	-	8	-	-	4	-	-	-	27.38	-	-	25.00	-	-	8	-	3	-
Revere, promotion,	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Salem,	1	-	3	3	-	-	2	-	-	2	-	-	-	31.50	-	-	23.00	-	-	2	-	1	-
Salem, promotion,	1	1	6	6	-	-	5	-	-	3	-	-	-	47.40	-	-	39.00	-	-	5	-	1	-
Somerville,	1	-	43	36	-	-	22	-	-	9	-	-	-	26.82	-	-	26.28	-	-	22	-	14	-
Somerville, promotion,	-	2	2	2	-	-	2	-	-	6	-	-	-	48.00	-	-	-	-	-	2	-	-	-
Springfield,	2	-	136	126	-	-	60	-	-	31	-	-	-	26.57	-	-	29.57	-	-	60	-	66	-
Stoneham,	1	-	7	6	-	-	2	-	-	2	-	-	-	30.00	-	-	31.00	-	-	2	-	4	-
Waltham,	1	-	2	2	-	-	1	-	-	1	-	-	-	37.00	-	-	31.00	-	-	1	-	1	-
Watertown,	1	-	9	9	-	-	6	-	-	-	-	-	-	27.33	-	-	31.00	-	-	6	-	3	-
West Springfield,	1	-	9	6	-	-	5	-	-	3	-	-	-	25.20	-	-	24.00	-	-	5	-	1	-
Winchester	1	-	6	3	-	-	3	-	-	4	-	-	-	29.00	-	-	-	-	-	3	-	-	-
Winchester, promotion,	1	-	5	5	-	-	5	-	-	2	-	-	-	44.60	-	-	-	-	-	5	-	-	-
Woburn,	1	-	2	1	-	-	1	-	-	3	-	-	-	23.00	-	-	-	-	-	1	-	-	-
Worcester,	2	-	110	96	-	4	48	-	1	8	-	-	-	25.31	-	43.00	26.35	-	35.33	49	-	51	-
Worcester, promotion,	2	1	78	75	-	-	57	-	-	10	-	-	-	42.47	-	-	37.78	-	-	56	1	18	-
	55	18	1,052	939	-	4	576	-	1	252	-	-	-	31.61	-	43.00	30.48	-	35.33	576	1	366	-
	73		1,052	943			577			252				37.31			32.91			577		366	

SUMMARY.

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
State, superintendent, deputy warden and director of social service, Class 1.	1	1	18	18	-	-	10	-	-	2	-	1	-	46.22	-	-	45.00	-	-	9	1	8	-
Other cities, superintendent, Class 1,	4	1	57	49	-	-	29	-	-	6	-	-	-	37.67	-	-	36.37	-	-	26	3	20	-
State, secretary, Class 2,	-	1	1	1	-	-	1	-	-	2	-	1	-	30.00	-	-	-	-	-	-	1	-	-
Other cities, secretary and assistant to clerk of committees, Class 2.	1	-	4	4	-	-	4	-	-	3	-	-	-	30.50	-	-	-	-	-	3	1	-	-
State, clerical, Class 3,	1	2	1,469	477	-	606	119	-	311	36	-	151	2	22.76	-	21.86	23.21	-	22.94	395	35	639	14
State, clerical promotion, Class 3,	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	19.00	-	-	-	-	1	-
Boston, clerical, Class 3,	1	14	296	139	-	80	36	-	22	25	-	6	-	31.31	-	23.14	25.30	-	23.89	54	4	151	10
Boston, clerical promotion, Class 3,	-	1	1	-	-	1	-	-	1	-	-	1	-	-	-	24.00	-	-	-	1	-	-	-
Other cities, clerical, Class 3,	32	2	744	244	-	386	34	-	114	10	-	71	1	22.21	-	22.79	24.50	-	24.68	142	6	476	6
Other cities, clerical promotion, Class 3,	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	29.00	-	-	-	-	-	1
State, bookkeeper, Class 4,	1	1	171	42	-	51	14	-	15	1	-	3	-	29.79	-	31.27	29.68	-	26.78	25	4	64	-

Boston, bookkeeper, Class 4,	2	2	16	9	-	3	6	-	1	3	-	1	-	41.45	-	23.00	29.33	-	31.00	7	-	5	-
Other cities, bookkeeper, Class 4,	1	-	9	8	-	-	-	-	-	-	-	-	-	-	-	-	32.13	-	-	-	-	8	-
Boston, storekeeper, Class 5,	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Other cities, buyer and stock clerk, Class 5,	-	1	1	-	-	1	-	-	1	-	-	1	-	-	-	22.00	-	-	-	1	-	-	-
Other cities, sealer of weights and measures, Class 6,	1	-	34	27	-	-	11	-	-	3	-	-	-	27.73	-	-	29.31	-	-	8	3	14	2
State, visitor, Class 7,	-	2	2	1	-	1	1	-	-	10	-	27	-	42.00	-	-	-	-	24.00	1	-	-	1
Other cities, almoner and visitor, Class 7,	2	-	24	9	-	10	6	-	4	1	-	1	-	41.17	-	21.00	32.33	-	24.67	8	2	9	-
State, agent and steward, Class 8,	3	-	151	78	-	52	34	-	28	4	-	-	1	32.99	-	33.93	33.08	-	32.88	42	20	56	12
Other cities, agent, Class 8,	2	-	38	32	-	-	27	-	-	2	-	-	-	30.83	-	-	29.75	-	-	9	18	5	-
State, stenographer-typewriter, Class 9,	1	-	803	101	-	496	77	-	406	8	-	192	-	21.40	-	22.61	21.29	-	20.76	467	16	113	1
Boston, stenographer-typewriter, Class 9,	1	-	133	8	-	98	6	-	83	13	-	38	-	21.00	-	19.99	25.00	-	19.50	88	1	17	-
Other cities, stenographer-typewriter, Class 9,	-	-	-	-	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-
State, inspection other than inspection of work, Class 11,	-	-	-	-	-	-	-	-	-	9	-	9	-	-	-	-	-	-	-	-	-	-	-
Boston, inspection other than inspection of work, Class 11,	3	2	97	73	-	-	40	-	-	14	-	-	-	35.14	-	-	40.42	-	-	34	6	30	3
Other cities, inspection other than inspection of work, Class 11,	13	3	165	135	-	-	76	-	-	26	-	-	-	35.34	-	-	33.25	-	-	73	3	59	-
State, instructor, Class 12,	1	-	6	4	-	-	4	-	-	1	-	-	-	42.75	-	-	-	-	-	4	-	-	-
Boston, swimming instructor, Class 12,	1	-	27	24	-	-	5	-	-	1	-	-	-	26.60	-	-	28.11	-	-	5	-	18	1
Other cities, swimming instructor, Class 12,	-	1	1	1	-	-	1	-	-	1	-	-	-	34.00	-	-	-	-	-	1	-	-	-
Detective and boiler inspection (district police), Class 13,	1	-	221	185	-	-	128	-	-	2	-	-	-	33.43	-	-	32.04	-	-	134	4	47	-
Boston, police, Class 14,	1	-	341	276	-	-	124	-	-	49	-	-	-	27.43	-	-	28.02	-	-	122	2	152	-
Boston, police promotion, Class 14,	-	8	8	8	-	-	8	-	-	14	-	-	-	41.25	-	-	-	-	-	8	-	-	-

SUMMARY — Continued.

	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			Number of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
Other cities, police, Class 15,	41	-	821	712	-	4	383	-	1	191	-	-	-	27.19	-	43.00	27.72	-	35.33	384	-	332	-
Other cities, police promotion, Class 15,	14	18	231	227	-	-	193	-	-	61	-	-	-	45.24	-	-	43.00	-	-	192	1	34	-
Metropolitan park police, Class 16,	1	-	152	122	1 ¹	-	53	1	-	5	1	-	-	27.66	38.00	-	28.00	-	-	54	-	68	1
State, prison, Class 17,	1	-	229	192	-	-	181	-	-	16	-	-	-	32.36	-	-	38.18	-	-	176	5	11	-
Boston, prison, Class 17,	1	-	61	49	-	-	42	-	-	4	-	-	-	29.21	-	-	40.91	-	-	41	1	7	-
Other cities, prison, Class 17,	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Boston, attendance officer, Class 19,	1	-	102	82	1 ¹	4	38	1	3	4	-	-	-	35.74	38.00	41.67	35.57	-	37.00	36	6	42	3
Other cities, attendance officer, Class 19,	2	-	53	33	-	8	13	-	5	5	-	-	-	42.10	-	36.40	42.67	-	43.67	16	2	23	-
Boston, fire, Class 20,	1	-	318	209	-	-	119	-	-	8	-	-	-	26.77	-	-	24.76	-	-	118	1	90	-
Boston, fire promotion, Class 20,	-	-	-	-	-	-	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-
Other cities, fire, Class 21,	31	-	426	373	-	-	188	-	-	128	-	-	-	26.33	-	-	26.31	-	-	188	-	185	-
Other cities, fire promotion, Class 21,	15	3	145	144	-	-	133	-	-	61	-	-	-	39.55	-	-	46.38	-	-	133	-	11	-

State, foreman and inspection, Class 22, .	1	1	65	49	-	-	17	-	-	15	-	-	-	32.35	-	-	35.63	-	-	15	2	30	2
Boston, foreman and inspection, Class 22, .	2	1	61	49	-	-	15	-	-	5	-	-	-	31.75	-	-	37.99	-	-	13	2	34	-
Other cities, foreman and inspection, Class 22, .	19	-	138	115	-	-	55	-	-	12	-	-	-	35.76	-	-	41.86	-	-	54	1	60	-
State, janitor, Class 24,	1	-	101	81	1	-	30	-	-	5	-	-	-	33.47	-	-	39.63	69.00	-	28	2	51	1
Boston, janitor and custodian, Class 24, .	1	-	262	215	-	-	108	-	-	30	-	-	-	32.33	-	-	34.79	-	-	106	2	107	-
Other cities, janitor, Class 24,	23	1	458	390	1	-	228	1	-	98	-	1	-	39.55	72.00	-	44.40	-	-	229	-	162	-
State, drawtender and assistant drawtender, Class 25, .	1	-	31	23	-	-	12	-	-	8	-	-	-	35.83	-	-	32.64	-	-	11	1	11	-
Boston, drawtender and assistant drawtender, Class 25, .	1	-	137	119	-	-	69	-	-	8	-	-	-	31.73	-	-	30.68	-	-	68	1	50	-
Other cities, drawtender and assistant drawtender, Class 25, .	1	-	18	15	-	-	10	-	-	8	-	-	-	36.20	-	-	31.80	-	-	10	-	5	-
State, engineering, Class 26,	1	1	43	36	-	-	28	-	-	5	-	-	-	37.85	-	-	39.00	-	-	28	-	8	-
Boston, engineering, Class 26,	1	-	27	21	-	-	15	-	-	3	-	-	-	41.67	-	-	42.33	-	-	15	-	6	-
Other cities, engineering, Class 26,	8	-	19	18	-	-	16	-	-	9	-	-	-	40.98	-	-	29.50	-	-	16	-	2	-
State, civil engineering, Class 27,	1	1	194	174	-	-	148	-	-	68	-	-	-	24.22	-	-	26.58	-	-	48	100	19	7
Boston, civil engineering, Class 27,	1	-	42	32	-	-	18	-	-	4	-	-	-	24.50	-	-	24.07	-	-	11	7	11	3
Boston, civil engineering, promotion, Class 27, .	-	1	1	1	-	-	-	-	-	1	-	-	-	-	-	-	35.00	-	-	-	-	1	-
Other cities, civil engineering, Class 27, . .	5	-	11	6	-	-	4	-	-	6	-	-	-	21.25	-	-	23.00	-	-	3	1	1	1
Boston, heating and ventilating draftsman, Class 28, .	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Other cities, electrician, Class 29,	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State, assistant to director, division of child hygiene and veterinarian, Class 32, .	-	1	1	1	-	-	1	-	-	6	-	-	-	25.00	-	-	-	-	-	-	1	-	-
Boston, school physician, Class 32,	1	-	139	116	-	5	75	-	2	1	-	-	-	37.29	-	39.50	38.56	-	40.33	-	77	-	44
Other cities, bacteriologist, Class 32,	-	1	1	1	-	-	1	-	-	1	-	-	-	29.00	-	-	-	-	-	-	1	-	-

¹ Medal of honor.

SUMMARY — *Concluded.*

	NUMBER OF EXAMINATIONS.		NUMBER OF Applicants notified.	NUMBER EXAMINED.			NUMBER PASSED.			NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			NUMBER of Unexamined Veterans appointed.	AVERAGE AGE OF THOSE PASSED.			AVERAGE AGE OF THOSE FAILED.			EDUCATION OF THOSE PASSED.		EDUCATION OF THOSE FAILED.	
	General Competitive.	Non-competitive.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.		Male Civilians.	Veterans.	Females.	Male Civilians.	Veterans.	Females.	Common School.	College.	Common School.	College.
State, deputy fish and game commissioner, Class 33.	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Other cities, nurse, Class 35.	1	1	6	-	-	6	-	-	6	-	-	6	-	-	-	31.40	-	-	-	6	-	-	-
Boston, first assistant assessor, Class 36.	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
	256	74	9,143	5,560	4	1,812	3,004	3	1,003	1,048	1	523	5	32.84	49.33	28.60	32.65	69.00	29.10	3,666	344	3,253	113
	330		9,143	7,376			4,010			1,572			5	36.92			43.58			4,010		3,366	

Respectfully submitted,

WARREN P. DUDLEY,

Secretary.

JOSEPH J. REILLY,

Chief Examiner.

LABOR SERVICE.

REPORT OF THE REGISTRAR OF LABOR.

To the Civil Service Commission.

GENTLEMEN:—I have the honor to hand you herewith my annual report of the registration, certification and appointments to the labor service of the Commonwealth, and the cities of Boston, Worcester, Fall River, New Bedford, Lowell, Cambridge, Somerville, Newton and Everett, covering the year from Oct. 1, 1914, to Sept. 30, 1915, inclusive.

NUMBER REGISTERED, CERTIFIED AND APPOINTED.

Commonwealth Service (Metropolitan Park Commission, Metropolitan Water and Sewerage Board, and the Boston Transit Commission).

During the year ending Sept. 30, 1915, the whole number of applications and renewals received for the service of the Metropolitan Park Commission, the Metropolitan Water and Sewerage Board, and the Boston Transit Commission was 3,061, of which 837 were those of persons restored from previous years and 2,224 were new applicants. Seven men registered with credit as veterans.

One hundred and twenty-eight requisitions, calling for 3,383 men, were received, upon which the names of 5,019 persons were certified, including 24 veterans, and 2,088 men were employed, including 9 veterans. Of these 3,383 men called for, 2,749 were called for temporary work in the Metropolitan Park Commission, under chapters 4 and 5 of the General Acts of the Legislature for the year 1915, to provide work for the unemployed. To fill these requisitions, 3,757 names were certified from the eligible lists of the State and of the cities of Boston, Cambridge, Everett and Newton, and 1,428 men were employed from such certified lists.

Twenty-two hundred and two men have been reported as resigned, discharged or suspended, 1,428 of these having been employed under the Metropolitan Park loan act.

Boston Service.

During the year ending Sept. 30, 1915, the whole number of applications and renewals received for the service of the city of Boston was 4,184, of which 2,623 were those of persons restored from previous years, and 1,561 were new applicants. Three men registered with credit as veterans.

One hundred and thirty-seven requisitions, calling for 283 men, were received from the several departments, upon which the names of 487 persons were certified, and 315 men were employed.

During the year 592 men have been reported as discharged.

The following table shows the number registered on the different lists at the date of this report, and the number appointed from the different lists during the year covered by this report:—

Class 1. — Laborers.

List No.	RATING.	NUMBER REGISTERED.		NUMBER APPOINTED.	
		Boston.	State.	Boston.	State.
1	Common laborers (including boys),	2,279	2,281	136	2,003

Class 2. — Skilled Laborers.

1	Bracers, derrickmen and riggers,	24	12	—	4
2	Building laborers,	19	9	—	—
3	Chauffeurs,	195	72	1	—
4	Chief's drivers,	2	—	—	—
5	Cooks,	19	5	5	—
6	Life guards and helpers,	94	198	1	22
7	Drivers and stablemen,	1,046	198	85	2
8	Elevator men,	63	18	2	—
9	Gardening laborers,	69	30	38	—
10	Helpers,	141	50	2	—
11	Lamplighters,	74	2	—	—
12	Ledgemen and drillmen,	9	2	—	—
13	Mariners,	83	10	6	—
14	Moth destroyers,	25	117	—	11
15	Paving laborers,	35	1	—	—
16	All other skilled laborers,	11	3	1	3

Class 3. — Mechanics and Craftsmen.

List No.	RATING.	NUMBER REGISTERED.		NUMBER APPOINTED.	
		Boston.	State.	Boston.	State.
1	Blacksmiths,	57	14	2	—
2	Carpenters and woodworkers,	110	40	3	5
3	Electrical laborers,	—	—	3	—
4	Engineers,	134	57	4	17
5	Firemen,	219	90	18	—
6	Machinists,	155	63	3	1
7	Masons,	27	25	—	—
8	Metal workers,	165	120	4	19
9	Oilers,	79	30	—	—
10	Painters,	98	35	1	—
11	Stone and marble workers,	21	16	—	—
12	Special list,	20	2	—	1
	Total for classes 1, 2 and 3,	5,273	3,500	315	2,088

Physical Examination (Labor Service of Boston).

Total number of men notified for examination (including those given second and third notices),	380
Number failed to appear for examination,	76
Number examined,	304
Total number of men passed,	286
Number who failed to pass examination,	18

Causes of Failure.

Alcoholism,	1
Hernia,	3
Markedly defective vision,	6
Inability to shoulder and carry sack,	4
Heart trouble,	2
Markedly defective hearing,	2
Varicose veins,	1
Disease of lungs,	2
Deformity,	1
Men rejected for more than one cause,	2

Examination for Life Guard and Helper.

Boston Service. — On June 26 and 28, 1915, 73 applicants for employment as life guard and helper in the bath department of the city of Boston were notified to appear for ex-

amination at the L Street bathhouse. The examination was conducted by Dr. Andrew F. Downing, the physical inspector of the Commission.

Forty-one of these applicants appeared for examination and 40 passed, and their names were placed upon the register for employment; 1 failed to pass, and 32 did not appear.

Commonwealth Service. — On June 26 and 28, 1915, 34 applicants for employment as life guard and helper in the service of the Metropolitan Park Commission were notified to appear for examination. Eighteen of these applicants appeared and 17 passed the examination, and their names were placed upon the register for employment. One failed to pass and 16 did not appear.

Worcester.

The whole number of applications received for the service of Worcester during the year was 1,820, of which 5 were those of veterans. Of this number, 802 were restored from previous years. Ninety-one requisitions, calling for 1,294 men, were received from the several departments, upon which the names of 2,014 persons were certified, 7 being veterans. From these certifications there were employed 904 men, including 3 veterans.

Six hundred and sixty-seven men were discharged during the year.

Thirty-three men have been refused registration because of their court record.

Fall River.

The whole number of applications received was 775, of which 2 were those of veterans. Of this number, 320 were restored from previous years.

Sixteen requisitions, calling for 36 men, were received from the several departments, in response to which the names of 32 persons were certified, including 1 veteran. The number appointed was 28, including 1 veteran.

One hundred and twenty men have been discharged.

New Bedford.

The whole number of applications received was 819, of which 2 were those of veterans. Of this number, 387 were restored from previous years.

Forty-four requisitions, calling for 221 men, were received from the several departments, in response to which the names of 413 men were certified, including 4 veterans. The number appointed was 116, including 1 veteran.

Seventy-two men have been discharged.

Five men have been refused registration because of their court record.

Lowell.

By request of the city council of Lowell, and approval of the mayor, the labor service of that city was classified under the Civil Service Law on Nov. 2, 1914.

From that date to the end of the year covered by this report the whole number of applications received was 403, including those of 2 veterans.

Twenty-nine requisitions, calling for 61 men, were received from the several departments, in response to which the names of 99 persons were certified, including that of 1 veteran. The number appointed was 36, including 1 veteran.

Six men have been refused registration because of court record.

Cambridge.

In Cambridge the whole number of applications received was 549, including those of 228 persons restored from previous years. One man registered with credit as a veteran.

Fifteen requisitions, calling for 130 men, were received from the several departments, in response to which the names of 252 persons were certified. The number of appointments during the year was 128. There were 19 men transferred during the year.

Ninety men have been discharged during the year.

On June 26 and 28, 1915, 9 applicants for employment as life guard were notified to appear for examination in

swimming and rowing. All of these passed the examination, and their names were placed upon the register for employment.

Thirty-eight men have been refused registration because of conviction or criminal record or false statements made in application.

Somerville.

The whole number of applications received in Somerville was 298, including those of 54 persons restored from previous years.

Thirty requisitions, calling for 312 men, were received from the several departments, in response to which the names of 394 persons were certified. The number appointed was 181.

Sixty-three men have been discharged.

Five men have been refused registration because of court record.

Newton.

The whole number of applications received in Newton was 245, including those of 95 persons restored from previous years. One man registered with credit as a veteran.

Twenty-eight requisitions, calling for 195 men, were received from the departments, upon which the names of 338 persons were certified, including 2 veterans. From these certifications 139 men were employed.

Seventy-four men have been discharged during the year.

Three men have been refused registration because of court record.

Everett.

In Everett 212 persons were registered. Of this number, 66 names were restored from previous years. One man registered with credit as a veteran.

Eleven requisitions were received, calling for 174 men, in response to which the names of 169 persons, including 2 veterans, were certified. From these, 70 men were selected for employment, including 2 veterans.

Forty-two men have been discharged during the year.

Number of Present Employees in Labor Service Classified under Civil Service Rules.

State,	649	Cambridge,	766
Boston,	3,216	Newton,	433
Worcester,	1,207	Somerville,	402
New Bedford,	1,023	Everett,	180
Lowell,	887		
Fall River,	788	Total,	9,551

Respectfully submitted,

JOHN C. GILBERT,

Registrar of Labor.

REPORT OF PHYSICAL INSPECTOR.

Massachusetts Civil Service Commission.

GENTLEMEN: — I herewith submit the record of my work from Oct. 1, 1914, to Sept. 30, 1915, inclusive.

Number of Applicants examined — Regular Service.

Police,	713
Fire,	409
Attendance officers (11 women),	109
Minimum wage inspectors,	2
Building inspectors,	14
Janitors and engineers,	181
Water meter readers,	74
Deputy fish and game wardens,	3
State institutions stewards,	18
Fish wharf inspectors,	5
Superintendent of city farms,	10
School nurses,	5
For promotion to deputy chief,	12
For promotion to district chief,	10
For promotion to captain,	12
For promotion to lieutenant,	8
State police (building inspector),	1
State police (detective),	137
State foremen,	26
Drawtenders and assistants,	94
Health inspectors,	3
Prison guards,	135
Agent, board of health,	5
Boston swimming instructor,	5
Sealers of weights and measures,	11
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	2,002

Number of Applicants rejected — Regular Service.

Police,	167
Fire,	82
Attendance officers,	5
Janitors and engineers,	11
Water meter readers,	2

District police (detectives),	3
Foremen,	1
Drawtenders,	2
Prison guards,	25

 298

Causes for Rejections — Regular Service.

Failed in strength,	76
Disease of heart,	17
Color blindness,	11
Defective vision,	59
Pronated feet,	5
Varicose veins,	20
Anchylosed joints,	2
Disease of lungs,	7
Hernia,	8
Syphilis,	2
High blood pressure,	1
Albuminaria,	25
Loss of forefinger,	1
Alcoholism,	1
Defective teeth,	4
Too thin for height,	3
Under height,	63
Under weight,	51

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Rejected for more than one reason,	58
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Department of Registrar of Labor.

Life guards and helpers,	68
Number rejected,	2
Cause for rejections, failed to pass practical tests.	
Number of laborers examined,	304
Number rejected,	18

Causes for rejection of laborers: —

Alcoholism,	1
Markedly defective vision,	6
Hernia,	3
Inability to shoulder and carry sack,	4
Disease of heart,	2

Markedly defective hearing,	2
Varicose veins,	1
Disease of lungs,	2
Deformity,	1
Men rejected for more than one reason,	2
Total number of applicants examined,	2,374

Respectfully submitted,

ANDREW F. DOWNING, M.D.,

Physical Inspector.